

Policy Recommendation - DRAFT

APPOINTMENT, RETENTION, TENURE AND PROMOTION CRITERIA, STANDARDS AND PROCEDURES FOR PROBATIONARY AND TENURED FACULTY EMPLOYEES

Proposed	Comments	
<p>6. Retention Performance Review</p> <p>6.1 Persons to be Reviewed for Retention</p> <p>6.1.1. Probationary faculty.</p> <p>6.2 Period of Review for Retention</p> <p>6.2.1. For retention candidates, the period of review shall begin with appointment to probationary service and continue to the time of the review.</p> <p>6.2.2. The dossier shall contain material which documents achievements during the period of review which includes the years for which any service credit was granted. The dossier shall not include documentation of achievements outside the review period except on a comprehensive vita.</p> <p>6.2.3. Normally, probationary faculty shall be reviewed for retention in their third year (sixth year is tenure/retention). However, the candidate or any reviewing bodies may request a performance review for retention in other years.</p>	<p>Note this was originally combined with Tenure in s98-8</p> <p>→ from III. B. in S98-8</p> <p>→ from V. A.1. in S98-8 Major change: retention review in 3<sup>rd</sup> and sixth</p>	<p><b>6. Retention Performance Review</b></p> <p><b>6.1 Persons to be Reviewed for Retention</b></p> <p><b>6.1.1. Probationary faculty.</b></p> <p><b>6.2 Period of Review for Retention</b></p> <p><b>6.2.1.</b> For retention <del>and tenure</del> candidates, the period of review shall begin with appointment to probationary service and continue to the time of the review.</p> <p><b>6.2.2.</b> The dossier shall contain material which documents achievements during the period of review which includes the years for which any service credit was granted. The dossier shall not include documentation of achievements outside the review period except on a comprehensive vita.</p> <p>Normally, probationary faculty shall be reviewed for retention and tenure in their <b>third</b> <del>second, fourth, year and</del> (sixth years <b>is tenure/retention</b>). <del>If, however, the candidate or any reviewing bodies may request a performance review for retention in other years. committees or administrators believe that it is in the best interest of the university to require a yearly review, they may so recommend to the President.</del></p>

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<p>6.2.4. For faculty members who have received 1 year of service credit, the performance evaluations would still occur in their third (2<sup>nd</sup> yr after their appointment) year of service.</p> <p>6.2.5. For faculty members who have received 2 years of service credit, the performance review years would occur in their fourth (2<sup>nd</sup> yr after their appointment) year of service.</p>	<p>→ from V. A. 1. in S98-8</p>	<p><del>Performance reviews shall not be required for newly appointed faculty who have been given one year of probationary credit. However, periodic evaluation is required annually of all probationary faculty by the <u>Agreement</u>.</del></p> <p><b>6.2.3. For faculty members who have received 1 year of service credit, the performance evaluations would still occur in their third (2<sup>nd</sup> yr after their appointment) year of service.</b></p> <p><b>6.2.4. For faculty members who have received 2 years of service credit, the performance review years would occur in their fourth (2<sup>nd</sup> yr after their appointment) year of service.</b></p>
<p>6.3 Standards for Retention</p> <p>6.3.1. The review process should be rigorous throughout the probationary period. It is expected that a candidate show increasing effectiveness in teaching or consistent effectiveness in the case of individuals whose teaching is fully satisfactory from the start. Faculty members should not be retained if their performance in teaching and in the other aspects of their academic assignment is not</p>	<p>→ From V. B.1. in S98-8</p>	<p><b>6.3 Standards for Retention and Tenure Decisions</b></p> <p><b>1. Retention</b></p> <p><b>6.3.1.</b> The review process should be rigorous throughout the probationary period. It is expected that a candidate show increasing effectiveness in teaching, or consistent effectiveness in the case of individuals whose teaching is fully satisfactory from the start. Faculty members should not be retained if their performance in teaching and in the other aspects of their academic assignment is not sufficient to warrant a reasonable expectation that tenure will be granted at</p>

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<p>sufficient to warrant a reasonable expectation that tenure will be granted at the end of the probationary period. Retention committees should in their recommendations indicate whether faculty progress is sufficient to warrant a reasonable expectation that tenure will be granted at the end of the probationary period.</p> <p>6.4 Procedures for Retention Evaluation</p> <p>6.4.1. These performance reviews shall be conducted by department, college and, when appropriate, university committees and administrators, whose respective roles and qualifications are specified in Section 9.</p> <p>6.4.2. Third-year probationary faculty shall be notified of the President's decision regarding retention by February 15.</p> <p>6.4.3. Other probationary faculty shall be notified of the President's decision by June 1; if terminated, third-through-</p>	<p>→ From V.A.1. in S98-8</p>	<p>the end of the probationary period. Retention committees should in their recommendations indicate whether faculty progress is sufficient to warrant a reasonable expectation that tenure will be granted at the end of the probationary period. <del>Throughout the probationary period, personnel committees at all levels should be aware of the existence of any narrative statements or faculty professional development or probationary plans that the candidate may have established according to departmental or college guidelines.</del></p> <p><b>6.4 Procedures for Retention Evaluation</b></p> <p><b>6.4.1.</b> These performance reviews shall be conducted by department, college and, when appropriate, university committees and administrators, whose respective roles and qualifications are specified elsewhere in <b>Section 9</b></p> <p><b>6.4.2.</b> <del>Second</del><b>Third</b>-year probationary faculty shall be notified of the President's decision regarding retention by February 15.</p> <p><b>6.4.3.</b> Other probationary faculty shall be notified of the President's decision by June 1; if terminated, third-through-sixth-year probationary faculty shall</p>
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sixth-year probationary faculty shall receive a terminal year appointment.		receive a terminal year appointment.
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