REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Faculty Personnel Committee

Brief History of Issue - why the issue is being considered:

These changes will bring the other faculty personnel reviews into synch with the mandated language in the Regent post-tenure review policy

Points Discussed by Committee:
- Does it make sense to leave advising in the faculty review criteria for some reviews and not others?
- If we do not move advising into the service category, does that mean advising is excluded from post-tenure review?
- Can we develop language that allows for advising to be considered as part of teaching and/or scholarship as needed?

Pros of Recommendation:
- Synchronizes all faculty review process by making all reviews consistent with the mandate from the Regents
- Ensures that advising can still be considered as part of the post-tenure review process.

Cons of Recommendation:
- May require some revisions to departmental evaluation plans
- Does not address how the changes in advising created by the new Advising Center with alter the assessment of advising

Technology/Human Resource Impact:
- Changes to Department Evaluation plans

Committee Recommendation:

Replace Part III, Article 5: Personnel Policies and Procedures, Section B.2.b.2: Criteria for Periodic Review of Faculty Performance (page 54) in the FASRP with the following language and remove references to advising and academic advising as separate review criteria
MOTION FOR THE UNIVERSITY SENATE

The Faculty Personnel Committee:

by a vote of 5 for to 0 against on November 1, 2016

Amend Part III, Article 5: Personnel Policies and Procedures, Section B.2.b.2: Criteria for Periodic Review of Faculty Performance (page 54) in the FASRP with the following language:

2) Criteria for Periodic Review of Faculty Performance (US 11/16)

Each periodic review of faculty must include, but is not limited to, consideration of teaching effectiveness, academic advising ability, scholarly activity, and service to the University, the profession, and the public. Many faculty activities may contribute to than one of these criteria, which are defined as follows:

a) Teaching Effectiveness means the success of the instructor in securing interest, effort, and progress on the part of students. The primary consideration is that students are stimulated to better standards of scholarship, to keener interest in learning, to greater professional understanding, and to more effective effort toward self-improvement. On October 4, 1974, the Board of Regents approved policies requiring student evaluation of instruction for the following purposes: (1) improvement of instruction; (2) as information used in actions on promotion, retention, and granting tenure; (3) as information used in actions on salary increases.

b) Academic Advising Ability means the effectiveness of the instructor in providing ongoing consultation for the student; in referring students to appropriate sources of assistance when necessary; in assisting the student in the development of a comprehensive, long-range academic and career plan and the selection of each semester's courses; and in monitoring the student's progress towards the fulfillment of all applicable degree requirements.

c) Scholarly Activity means scholarship of a live and progressive character, manifested by continued study, scholarly interests, research, productive and creative work, and professional participation and performance. The essential test of such growth is the teacher’s success in holding the respect and esteem of students and colleagues within his or her special field of study and in maintaining professional standards in keeping with those generally approved by the teaching profession.

d) Service to the University, the Profession, and the Public means the acceptance and fulfillment of the responsibility to serve the University, the professions, and the public through various activities which take place outside the classroom.

1) Service to the University refers to service in various individual roles (e.g. mentoring faculty in professional development, assisting committees as an invited presenter, etc.) and service through participation on various committees, advisory boards, etc., at either the Department, School, College, University, or System level.

2) Service to the University also includes academic advising. Academic Advising includes providing ongoing consultation for the student; referring the student to appropriate sources of assistance when necessary; assisting the student in the development of a comprehensive, long-range academic and career plan and the selection of courses; and monitoring the student's progress towards the fulfillment of all applicable degree requirements (US 11/16)

3) Service to one's profession refers to active participation in professional organizations at the local, state, national, or international level.

4) Service to the public refers to participation in community movements of an educational nature, or in
Continuing Education activities, or to using one’s professional expertise in a consulting or advisory capacity to agencies, businesses, communities, or individuals, or to similar types of activities through which the university achieves greater recognition and prestige in the community, state, or nation. (US 4/13)

Each phase of periodic review of faculty performance shall include, but is not limited to, consideration of teaching effectiveness, academic advising ability, scholarly activity, and service to the University, the profession and the public.


……

Criteria for periodic review and evaluation of performance for purposes of reappointment, granting tenure, and promotion in rank must include, but are not limited to, the General Criteria of teaching effectiveness, academic advising ability, scholarly activity, and service to the University, the profession, and the public.

Amend Part III, Article 5: Personnel Policies and Procedures, Section B.2.c.3.a: Granting Tenure for Faculty (page 58)

a) Tenure Decisions
The maximum probationary period in a full-time position is seven years. Therefore a tenure decision is made no later than the sixth year of a probationary faculty member's full-time service to the University. The procedure to be followed is that used in periodic review of faculty, and must include, but is not limited to, a review of teaching effectiveness, academic advising ability, scholarly activity, service to the University, ……


……

For all split and joint appointments, the appointment letter will specify the tenure home for the appointee and include detailed and specific descriptions of the various unit responsibilities in the evaluation process. For both split and joint appointments, the letter will designate which units are responsible for evaluating teaching, scholarship, advising, and service respectively, ……

Implementation Date: January 2017 publication of the FASRP

Signed: _____Geoffrey D. Peterson___________________________________
Chair of the Committee

Send to: University Senate Office