REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Faculty Personnel Committee

Brief History of Issue - why the issue is being considered:
These changes are intended to incorporate the Equity, Diversity, and Inclusivity policy language into the handbook language regarding periodic personnel reviews for faculty.

Points Discussed by Committee:
- How do we incorporate EDI into the existing FASRP without creating a fourth category that would come into conflict with RPD 20-9?
- Will departments and programs have enough advance notice to get their revisions approved before the Fall, 2018 implementation date?

Pros of Recommendation:
- Provides flexibility to the DPCs/PPCs to develop language that best fits their needs.
- Incorporates the EDI language in a way that it will apply to all faculty undergoing period review.

Cons of Recommendation:
- All DEPs and PEPs will need to be revised to incorporate this language during the 17-18 academic year.
- There is the possibility that faculty coming up for tenure (or other reviews) in the Fall of 2018 will have only a few months to incorporate EDI in their review portfolios.

Technology/Human Resource Impact:
- Changes to the FASRP.
- Someone needs to develop guidance documents for DPCs for reference.
- Potential for significant work at the department/program level to incorporate EDI language
- Significant workload increase for Academic Affairs to review and approve the revisions in a timely manner.

Committee Recommendation:
Amend the FASRP in Part III, Article 5: Personnel Policies and Procedures, Section B, 2., B., 2) Criteria for Periodic Review of Faculty Performance
MOTION FOR THE UNIVERSITY SENATE

The Faculty Personnel Committee:

by a vote of 6 for to 1 against on 3/7/2017

Amend the FASRP in Part III, Article 5: Personnel Policies and Procedures, Section B, 2., B., 2) Criteria for Periodic Review of Faculty Performance (page 54) to read as follows:

2) Criteria for Periodic Review of Faculty Performance (US 11/16, 3/17)

Each periodic review of faculty must include, but is not limited to, consideration of teaching effectiveness, scholarly activity, and service to the University, the profession, and the public. In addition, all faculty members are expected to contribute to university efforts towards Equity, Diversity, and Inclusivity (EDI). EDI contributions can be included in any of the three primary criteria for periodic review. Contributions to EDI can be demonstrated through teaching and curricular development, scholarly activity, engagement in initiatives that directly serve underrepresented students and/or communities, or professional development, or any other activities as defined in the approved evaluation plan. All periodic faculty reviews shall include an evaluation of the faculty member’s EDI engagement efforts. Many faculty activities may contribute to more than one of these criteria, which are defined as follows:

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Implementation Date: Publication in the July 2017 FASRP with implementation beginning July 1, 2018

Signed: Geoffrey D. Peterson
Chair of the Committee

Send to: University Senate Office