

REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Faculty Personnel Committee

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

Ambiguity in the post-tenure review language for department chairs has created a variety of gray areas in the policy.

Points Discussed by Committee:

Discussion of why existing language needs to be edited

Pros of Recommendation:

Creates clearer policies for departments that are unable to constitute an appropriate post-tenure review committee for a department chair.

Cons of Recommendation:

None noted

Technology/Human Resource Impact:

Changes to the FASRP

Committee Recommendation:

Amend the FASRP in Part III Article 5: Personnel Policies and Procedures, Section B. – Faculty Personnel Policies and Procedures, Faculty: Recruiting/Appointment/Performance/Tenure/Renewal & Promotion, f. Faculty: Post-Tenure Review, 9) Post-Tenure Review of the Department Chair

MOTION FOR THE UNIVERSITY SENATE

The Faculty Personnel Committee: by a vote of 5 for to 0 against on 12/4/18.

Amend the FASRP in Part III Article 5: Personnel Policies and Procedures, Section B. – Faculty Personnel Policies and Procedures, Faculty: Recruiting/Appointment/Performance/Tenure/Renewal & Promotion, f. Faculty: Post-Tenure Review, 9) Post-Tenure Review of the Department Chair

9) Post-Tenure Review of the Department Chair

a) **As with all post-tenure reviews, the evaluation of the department chair shall be conducted relative to the faculty performance criteria outlined in evaluation plan of the chair's department. In particular, the department chair is to be evaluated against criteria for teaching, scholarship, and service.** The post-tenure review of the department chair shall adhere to the normal policies and procedures that govern all post-tenure reviews ~~except that the most senior member of the post-tenure review subcommittee shall fulfill those responsibilities normally associated with the department chair, unless that person is the sole member of the committee, in which case the dean will serve the role of department chair and the senior most member will constitute the review committee.,~~ **except that the review shall be submitted directly to the dean. In those cases where there are insufficient numbers of eligible faculty to serve on the post-tenure review subcommittee for the department chair, the dean shall select two tenured faculty at or above the rank of the department chair and from the department and disciplines similar to that of the department chair to serve as the functional equivalent of the post-tenure review subcommittee. As with all post-tenure reviews, the evaluation of the department chair shall be conducted relative to the faculty performance criteria outlined in evaluation plan of the Chair's department. In particular, the department chair is to be evaluated against criteria for teaching, scholarship, and service. In those cases where there are no eligible faculty to serve on the post-tenure review subcommittee for the department chair, the dean shall serve the role of department chair and shall, in consultation with the department chair, select up to two tenured faculty at or above the rank of the department chair and from disciplines similar to that of the department chair to serve as the post-tenure review committee.** This committee shall be explicitly instructed to limit their review to the policies outlined in the evaluation plan of the chair's department **and shall submit their review directly to the dean.** (US11/10)

Implementation Date: July 2019 Publication of the FASRP

Signed: Geoff Peterson

Chair of the Faculty Personnel Committee

Send to: University Senate Office