Committee on Academic Freedom and Tenure (CAFT)
Recommendations on the Periodic Performance Evaluation (PPE) Process
These guidelines have not yet been approved by the Faculty Senate.

1) The stated purpose of the PPE Guidelines, as well as descriptions of Faculty performance expectations should be consistent with the Board of Regents Guidelines and disciplinary standards.

2) PPE’s should not be triggered outside of the 6 year window on the basis of performance on annual reports.

3) The PPE Committee should submit a single, comprehensive report which is then relayed to the Dean along with the Department Chair’s independent evaluation of the faculty dossier.

4) If the PPE results in an unsatisfactory review a second committee will be formed to provide a more intensive evaluation. This committee should ensure an unbiased evaluation.
Faculty Development Plan (FDP) Recommendations

1) If the final PPE review is unsatisfactory, the faculty member, along with their Department Chair, and the Dean, will generate a Faculty Development plan which will identify specific deficiencies, outline clear objectives for improvement, include a finite deadline of not more than 3 years for meeting the objectives, and identify institutional resources to be committed to support the plan.

2) A review committee will then be appointed by the Dean including at least 1, but not more than 2 members of the PPE review committee, to evaluate the faculty member’s progress towards the goal.

3) Specific guidelines are provided for the process to be followed for both successful and unsuccessful outcomes of the FDP plan.

4) Faculty members have the right to request a review of this process through the Committee on Academic Freedom and Tenure of the Faculty Senate.
Proposed Subcommittees

1) A CAFT committee will focus on PPE issues and explore the Universities’ current policy for faculty termination proceedings.

2) An Evaluation, Merit, Reward and Workload and committee will focus on FDP and annual report issues.

3) A HOP committee will look at the selection and evaluation process for Deans and Chairs.