

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
- 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.