

Policy II-10.5 Faculty Evaluation Policy
 Summary of Comments

<p>5.0 The University expects faculty to excel in a variety of ways and to balance teaching, scholarship/creative activity (if applicable), and service effectively. Sustained excellence in teaching is a necessary but not in itself a sufficient condition for reappointment, tenure or promotion to higher rank or for reappointment to any faculty position that includes teaching. Scholarship leading to peer-reviewed publication, successful peer-reviewed grants, and/or peer-reviewed creative activity is also a requirement for tenure and concurrent promotion to higher rank. Exceptions to this expectation that are not documented below in 5.1 will be documented in the evaluation process through a recommendation at any level of review. Faculty are also expected to contribute to University, community, and/or professional life through service activities. Excellence in teaching and impact of service are sufficient conditions for reappointment of nontenure track or other faculty positions that exclude scholarly or creative activity.</p>	<p>I am concerned that this is a significant shift in scholarship requirements for folks in the arts or other programs where peer-reviewed publication is not a standard reflection of scholarship.</p> <p>Also, here I concur with Marc, "successful" is a new threshold and the union should be aware of this substantive change. For example, our program standards count a grant proposal towards scholarship regardless of whether it is funded.</p>	<p>Text in blue is new.</p> <p>Scholarly and creative activities are documented on page 3 in the ARTP program standards (6.2) and they expand into expectations for rank and tenure.</p> <p>In Visual Arts they are defined on page 2 and is pretty specific.</p> <p>Social Work page 6</p>	
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5.2.1 It is sometimes advisable to appoint, as tenure-track faculty, individuals who have excellent credentials as practitioners or clinicians in an applied field but have not previously had need to develop a scholarly program. Typically, these individuals will have terminal degrees that are not research-based degrees. Such individuals should be identified early in their time at the University. They may be considered for tenure without concurrent promotion to Assistant Professor or Associate

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responsibilities, the effectiveness of participation, and contributions to the functioning, administration, and development of the University and other entities. Clear goals, adequate preparation and appropriate methods of providing service, significant results of the service, and reflection on the contribution and its use to improve the quality of future service are all aspects of documenting achievement in **campus and community service**. Sustained significant service is expected to meet the minimum requirement of this responsibility. Compensated service is generally not sufficient to meet the minimum requirements; However, expectations for how it can be used to demonstrate excellence may be conveyed in School and Program standards.

Africana Studies p. 3 University and
Community Service.

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