

**Personnel Policies Committee (PPC) Motion and Item for consideration by
the Faculty Senate on April 10, 2019**

I. Motion

These recommended changes will be put forth as a motion at the April 10 meeting of the FS [[PPC Report 3-27-2019](#)].

Move that that the following additions and changes (underlined) be made to the post-tenure review policy in the APPM.

4.4.7.4:

If the panel decides on a *proficient* overall rating, they will draft a succinct report in which they describe their review of the faculty member's performance that includes constructive suggestions and advice for improvement and faculty development. The panel's report will have the signatures of all panel members acknowledging the contents of the letter. On or before March 1, the review panel chair will send this report to the faculty member, department chair, and VPAA...

and **4.4.7.5E:**

If the panel decides on a *deficient* overall rating, they will draft a report in which they describe their review of the faculty member's performance that includes a reasoned justification of their decision, identification of specific deficiencies in the faculty member's performance, and recommendations on how these deficiencies can be remedied. The panel's report will have the signatures of all panel members acknowledging the contents of the letter. On or before March 1, the chair of the review panel will send this report to the faculty member, the department chair, and the VPAA. The post-tenure packet will be returned to the faculty member.

II. Item for Consideration [[PPC Report 3-27-2019](#)]

Proposed change to the Annual Faculty Evaluation process (APPM 4.4.4)

A proposed amendment (see below) was forwarded to the PPC by a senator in the fall of 2018. The proposal was discussed. It was noted that the proposed change would eliminate some extra and perhaps redundant work for tenured faculty. It was also noted that there might be instances in which the continued requirement for drafting a "Faculty Development Plan" might be in order. The clause "may forgo" was also lacking explanation as to who decides (the department chair or the faculty member) whether the plan would be done. In light of these concerns, it was agreed there would be no action on this proposal and that the matter would be brought to the FS for feedback and discussion.

Amendment to APPM 4.4.4 (Faculty Development and Evaluation Process)

Current Point 3: By November 1, the faculty and the chair complete the current year's "Faculty Development Plan."

Proposed Point 3: By November 1, the faculty and the chair complete the current year's "Faculty Development Plan." If a tenured faculty member did not receive any rating less than

“Proficient” on their year-end evaluation for the prior year, on giving notice to their department chair (written or electronic) they may forgo the November 1 completion of a new “Faculty Development Plan” and simply provide the appropriate documentation of the current year’s activities to the chair by September 15 of the following year.