

EVALUATION OF FACULTY

- I. Faculty shall be evaluated in the fall of each year to establish qualifications for recommendations for reappointment, increase of salary, promotion and tenure.

This evaluation shall be so conducted that the faculty member cooperates in the initial stage of compiling evidence, is informed of the progress through channels of his/her recommendation and is enabled to register agreement or disagreement with the recommendation of his/her chair and academic dean.

Department chairs will, to the best of their ability and after consulting the tenured members of the department and the appropriate dean, try to give the faculty member some indication of the prospects for obtaining tenure. If a chair feels that he/she cannot make such a judgment, he/she should explain the reasons to the candidate.

When a chair is newly appointed (since the period of the last evaluation), the academic dean of that area shall decide whether the evaluation shall be conducted by the chair or whether the dean shall appoint an individual or group of individuals to perform this task. When the academic dean is newly appointed, the evaluation shall take place in a manner prescribed by the Provost.

must also be recognized. An individual may be an important asset to the University without performing in all the above-mentioned areas even over the long run. Even the highest esteem for original research does not require that an entire faculty be so engaged. In fact, some balance between research and other functions may well be necessary to the University's welfare. For example, a good instructor who carries his/her work into the community, informing a larger audience as to his/her field (through lectures, popular and popular writings, television and radio performances, etc.) may be a great asset to the University. Such activity may also serve as an important contribution to one's discipline, even though it is not an original contribution. Similarly, a quality teacher who does a regularly high-quality job within the University

3. The faculty member then meets with his/her chair for discussion and clarification of his/her entries on the form.
4. The chair enters his/her evaluation of the faculty member's activities in Section C.
5. The chair shows the form containing his/her recommendation to the faculty member, who signs either with agreement or disagreement. If the faculty member chooses, he/she may make comments in the space provided which the chair may respond. (Section D)
6. In the event of disagreement, a three-way review of the case will be held among the academic dean, chair and faculty member, each of whom signs at Section E, or waived in which case the faculty member shall sign at E.
7. The Dean shall either: (a) sign the form without comment and forward it to the Provost with a copy to the faculty member; or (b) add comments (require a three-way