

Faculty Development: Review and Evaluation

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Driven to DiscoverSM

Strategic Positioning

- One focus is on exceptional faculty.
- One task force was devoted to Faculty Culture.
- One key aspect of Faculty Culture is that of review and evaluation.

Faculty Culture Task Force

- Recommended increasing the rigor of the review process for individual faculty for promotion in rank and conferral of indefinite tenure.

New Tenure and Promotion Standards

- Proposed by the Senate Committee on Academic Freedom and Tenure
- Passed by the Board of Regents in June 2007.

What is the review process for individual faculty?

- *Probationary faculty*
 - Junior faculty
 - Typically at assistant professor rank
 - Hired for a six-year period
 - Have an annual review for progress toward tenure and promotion to the next rank of associate professor

What is the review process for individual faculty?

- *Probationary faculty*
 - Evaluated with University standards
 - Expressed in Section 7.11 of the Regents Policy on *Faculty Tenure*
 - Demonstrated distinction in research or creative activity and effectiveness in teaching and service

What is the review process for individual faculty?

- *Probationary faculty*
 - Record is the basis for a national or international reputation.
 - Record shows promise of subsequent promotion in rank to professor.

What is the review process for individual faculty?

- *Probationary faculty*
 - Evaluated with department or unit standards
 - Described in Section 7.12 of the Regents Policy on *Faculty Tenure*
 - Called the 7.12 Statement

What is the review process for individual faculty?

- *Probationary faculty*
 - Unit standards vary by discipline.
 - Written annual review is based on both the University and department/unit standards
 - May be terminated during this period

What is the review process for individual faculty?

- *Tenured faculty*
 - If at the rank of associate professor, may be evaluated for promotion in rank to professor, depending upon the department/unit policy.
 - No annual review for promotion
 - No fixed period as an associate professor

What is the review process for individual faculty?

- *Tenured faculty – promotion process*
 - Evaluated with University-wide standards
 - Expressed in Section 9.2 of the Regents Policy on *Faculty Tenure*
 - Established national or international reputation in research or creative work

What is the review process for individual faculty?

- *Tenured faculty – promotion process*
 - Added substantially to work from the last promotion
 - Continue as an effective teacher
 - Continue providing service to the discipline, university, college, etc. and public engagement

What is the review process for individual faculty?

- *Tenured faculty – promotion process*
 - Evaluated with department or unit standards in the 7.12 Statement
 - If a tenured associate professor does not meet the standards for promotion to professor, may remain an associate professor indefinitely.

Unit Criteria and Standards

- Criteria and standards established in the 7.12 Statement for both tenure and promotion for:
 - Research and/or creative activity
 - Teaching effectiveness
 - Service and outreach or public engagement

Elements of P & T Review

- Dossier prepared by candidate with assistance from the unit head and/or other faculty.
 - Includes research, teaching, and service data.
- May include internal reviews.

P & T Review - Research

- Research narrative
- Comprehensive list of publications and/or creative work and grants
- Explanation of role in collaborative work
- Samples of research and/or creative work

P & T Review - Teaching

- Teaching narrative
- Comprehensive list of teaching experiences
- Student ratings of teaching
- Peer reviews of teaching
- Letters from students

P & T Review – Service

- Service narrative
- Comprehensive list of activities
 - service to discipline, university, college, department
 - Public engagement

Elements of P & T Review

- Research section of the dossier is sent to external reviewers at other institutions nationally & internationally.
- Sometimes teaching information is sent as well.
- Typically 6-to-12 letters are added to the dossier.

Elements of P & T Review

- Initial review and vote of department/unit faculty relative to University and unit standards.
- Review by chair or head.
- Review by a committee of professors from other departments in the home college.
- Review by the collegiate dean.

Elements of P & T Review

- If an AHC faculty member, review by the Senior VP for Health Sciences.
- All files reviewed by Senior VP for Academic Affairs & Provost.
- Provost makes the recommendation to the Board of Regents.

Additional reviews for individual faculty

- All faculty (tenured and non-tenured) have annual reviews for merit.
- Tenured faculty have an additional post-tenure review to determine if they meet the goals and expectations for tenured faculty.

Merit Review

- Determination of progress in teaching, research and/or creative work, and service.
- Graded review by unit head and often a faculty committee.
- Results in recommendations for differential salary increases.

Post-Tenure Review

- Described in Section 7a of the Regents Policy on *Faculty Tenure*.
- Tenured faculty must meet a set of goals and expectations similar to those for obtaining tenure.
- Substandard performance results in entering a performance improvement plan and possibly a special review.

Faculty Review for Excellence

- Awards at the University level
- Awards at the college level
- Awards at the unit level

Internal Faculty Awards

- Research
- Teaching
- Service

University Faculty Awards - Research

- McKnight Land Grant Professors
- McKnight Distinguished Professors
- McKnight Presidential Fellows
- McKnight Presidential Professors
- McKnight Presidential Chairs

University Faculty Awards - Teaching

- Horace T. Morse Alumni Association for Undergraduate Teaching
- Award for Contributions to Post baccalaureate, Graduate, and Professional Education
- Winners are members of the Academy of Distinguished Teachers

University Faculty Awards - Service

- President's Award for Outstanding Service

University Faculty Awards - Overall

- Regents Professors

Special Awards for Women Faculty

- Ada Comstock Distinguished Woman Scholar Award and Lecture
- Distinguished Women Scholar Award
- Mullen/Spector/Truax Leadership Award

Review of Faculty in Programs

- Program reviews are done for individual units
 - Faculty quality
 - Graduate program
 - Undergraduate program

Review of Faculty in Programs

- National Research Council Rankings
 - Compare programs in disciplines across research universities
 - Quality of faculty is key.