


## The College of Social and Behavioral Sciences

	Policy:	
	<h3>College Conduct of Post-Tenure Reviews</h3>	
	Revision:	Effective:
	23 May 1997 and 1 November 1997	23 May 1997 and 1 November 1997

### Policy

1. The college will elect a single college-wide committee to carry out the two functions of (a) holding enhanced reviews of those faculty who receive overall unsatisfactory evaluations and request such a review at the college level, and (b) auditing annually 1/5th of the senior faculty evaluations as part of the Dean's Level Audit. The voting methodology will seek to ensure that members of small units, as well as members of large units, will be elected to this committee.

In order to minimize the work of the Committee, which must become familiar with the criteria and standards of each unit whose personnel files are reviewed, and at the same time ensure reasonably broad reach to the annual reviews, the Committee will establish a rotation scheme that minimizes the number of units having dossiers to be reviewed each year, but requires that no fewer than four units per year have dossiers reviewed by the Committee.

2. Each unit may select its own window for the evaluation period of 3, 4, or 5 years. However, if a faculty member's teaching in the most recent two years is unsatisfactory during each of those two years, that faculty member will receive an unsatisfactory for teaching, regardless of the quality of his or her teaching during other years in the window, and must design a Faculty Development Plan focusing on teaching. Otherwise a faculty member's annual teaching evaluations will be a function of the quality of his or her teaching for the entire review window.

Units are required, in evaluating teaching, to take into account not only quantitative measures such as student evaluation scores, but

also qualitative measures such as syllabus design, introduction of innovative instructional techniques, willingness to assume overload assignments to assist with unit emergencies, and so forth.

3. Units will adopt a default definition of evaluation weights for the areas of teaching, research, and service that range between a possible high of 50% for any given area to a low of 10% for any given area. Evaluation weights that fall outside these parameters must be approved in advance by the Dean. Evaluation weights need not correspond in any simple fashion to allocations of time and effort. The Dean gives blanket approval to an assignment of 0 % evaluation weight for teaching to any faculty member on full-year sabbatical leave.

## **Knowledge**