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SR-06-07-27 FECRAHC

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**FACULTY EVALUATION & COMPENSATION
REVIEW AD HOC COMMITTEE
RECOMMENDATION**

SR-06-07-27 FECRAHC

Recommends changes to Section 2 of the MU Board of Governor's Policy, No. AA-22, Annual Evaluation of Faculty, pages 1 and 2 which pertain to the Planning Pages of the faculty's Annual Report Form (deletions are in ~~strike through~~ and additions are in **bold**).

RATIONALE:

To clarify the evaluation process.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE: Larry Stibler DATE: 5/4/2007

DISAPPROVED BY THE
FACULTY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

APPROVED: [Signature] DATE: 5/9/07

DISAPPROVED: _____ DATE: _____

COMMENTS: _____

2 Policy

2.1 The evaluation process

2.2 The evaluation calendar will run from January to December in order to compress the time between evaluation and awarding of promotion, **retention**, tenure and merit.

2.3 Faculty in consultation with and approval of their chairs/deans will file annual planning pages in January.

2.3.1 Faculty will outline the roles in which they anticipate being evaluated. For example in a particular year a faculty member may emphasize, teaching and advising activities, professional development and university service. In another year the evaluation emphasis may shift to teaching and advising and scholarly and creative activity.

2.3.2 ~~When the roles are determined~~ Faculty members will attach a percentage at which they want the roles to be weighted in their evaluations **during the month of December, immediately preceding the self evaluation period**. The role percentages must fall within the ranges established by academic units. For example, a college set its range for teaching and advising at 25-75%. The faculty may elect to set 65% teaching and advising as their goal for activity in that role. Role percentages set by faculty must total 100%.

2.3.3 Because the work of faculty in universities is fluid and varied from college to college it is possible that under some special circumstances a faculty member may be able to negotiate evaluative criteria outside of the ranges with the mutual agreement of the faculty member, the chair and the dean.

2.3.4 If circumstances merit and with the mutual consent of faculty members and their supervisors, annual plans may be amended during the course of the evaluation year.

2.3.5 Over a number of years faculty may need to vary their activities in all roles in order to meet *Greenbook* and contractual **employment** obligations. That is, faculty may not repeatedly set teaching and advising at 90% and expect to meet promotion, **retention**, and tenure guidelines that require research and scholarly activity and service.