



Proposed Revisions to Evaluation Policy

Spring 2022



Required Changes via BOR Policy

- Post-Tenure review is explicitly linked to potential “remedial action” including revocation of tenure, salary cut, and termination.
- Two consecutive “unsuccessful” annual evaluations will trigger “corrective PTR”
- Five-point Likert scales are to be used in annual evaluations and PTR
- Addition of “Student Success Activities” to all faculty evaluation documents
- “Noteworthy” evaluations on PTR are to be linked to explicit rewards and/or recognition
- Faculty in administrative roles undergo a 360° review every 5 years (Administrative PTR)

Reflecting GC Practices & Values

- “Student Success” (and “Professional Development”) will be integrated into the categories of Teaching, Service, Research and double-counted in other categories.

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- Tenure, Pre-Tenure, and Post-Tenure review should be faculty-led
 - Due Process: the process should be transparent and offer the faculty member means for appeal and rebuttal.

Quick Overview of Post-TR Timeline

Standard PTR

Year One: Tenure, hiring, or previous PTR

Year Five: Post-tenure review begins in August. If the review is unsuccessful, the candidate, PTR committee, and chair produce a Performance Improvement Plan (PIP) in November.

Year Six: In place of the following year's annual review, the candidate's performance on the PIP is assessed by chair, dean, and faculty committee. If unsuccessful, this can be appealed to a PTR committee, Provost, President, and possibly BOR. "Remedial action".

Corrective PTR

Year One: 1 or 2 rating on annual review

Year Two: 1 or 2 rating on annual review

Year Three: "corrective" post-tenure review. If the review is unsuccessful, the candidate, PTR committee, and chair produce a Performance Improvement Plan (PIP) in November.

Year Four: In place of the following year's annual review, the candidate's performance on the PIP is assessed. Possible appeals (see left). "Remedial action".

Due Process for Faculty

- Faculty performance is evaluated by other faculty. Our documents allow the candidate to choose two out of three PTR committee members. The third is chosen by the chair, but the candidate gets one “veto”
- The PTR committee also makes recommendations as to appropriate goals for a Performance Improvement Plan (PIP) and appropriate remedial action
- **Faculty can appeal an unsuccessful PTR to their Dean & Provost**
- The candidate has more than one year to work on the PIP
- The rationale for all recommendations must be spelled out in writing and the candidate always has the right to append a rebuttal