burden across the faculty team. Department heads are accountable for ensuring fairness and equity of the
undergraduate and graduate programs. An individual may substantially exceed those in regular
contribution to the team. Because of the faculty's small size, the number of special
materials for our proposed new curriculum must in any event, be altered.
Achievement. For example, recognition of an extraordinary effort in developing course
service outside the department is important and strongly encouraged. Yet outside service
year in year for the same individual.
the categories of performance may vary widely from individual to individual, or from
specific goals, and service. Specific objectives may, however, vary widely from the
performance period. They follow the classification division in categories of teaching.
Specific criteria are unique to each faculty member and are addressed at the beginning of the
report plus a table of simple metrics, copies of which are attached.
Reacting with the profession, the Department, to the campus division, University, and the
University's Division on Academic Freedom, Responsibility, Tenure, and Promotion.
Our criteria for annual performance reviews essentially follow those outlined in the
Criteria
models for more junior faculty.
achieved during areas of academic ethics and responsibility. Tenured faculty are role
additional burden with the expectation of accountability for leadership in the
particularly, the Department, to the profession and society. Tenure is a privilege, not a
responsibility - to students, to faculty, to the institution. Including most
academic freedom, is linked to the faculty's division of teaching and learning, and is
central to academic freedom. It is an academic freedom that may be given only after one of
except in extraordinary situations.

Promises and Assumptions

Post Tenure Review

Proposed Criteria and Procedures
Professional Review

A proposed plan for improvement would then be sent to the post-tenure review process, beginning with the Department's Head. Such a rating would trigger the post-tenure review process, depending on whether it is unsatisfactory, needs improvement, or satisfactory.

To ensure that the faculty member's performance plan is aligned with the Department's goals and objectives, the Department's Head would prepare and review plans at the same time in addition to the faculty member's normal annual review. The copy of the formal evaluation letter from the Department's Head would be attached to the faculty member's performance plan.

The process for this is basically outlined in "University Statement on Academic Freedom, Responsibility, Tenure and Promotion." Additional elements include the right to

- Unsatisfactory
- Needs Improvement
- Satisfactory

Ranking categories are:

- Unsatisfactory
- Needs Improvement
- Satisfactory

At the conclusion of the performance period, the faculty member prepares the Faculty Process Report as part of the prior year's annual review process.

Activities and objectives for the year, which is reviewed with the Department's Head, are listed in a framework. Within that framework, each faculty member prepares an individual plan of objectives. When the annual performance plan is complete, the faculty member submits it to the Department's Head.