Silent Gallery
Using Shared Governance to Set Expectations for Faculty Evaluation Processes

New Academic Leader Orientation
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Three great reasons to engage faculty in the development of criteria for all forms of faculty evaluation (e.g. annual review, mid-term review, tenure, post-tenure review, promotion):

1. Common sense
2. Rules and guidelines
3. Principles of Shared Governance
It is often said.....

*a University is its faculty*

Thus, it stands to reason.....

*evaluation & professional development of faculty are central to our mission*
12.01.99.M2 - University Statement on Academic Freedom, Responsibility, Tenure, and Promotion

12.06.99.M0.01 - Post-Tenure Review

Dean of Faculties Guidelines for Annual & Mid-Term Review

Dean of Faculties Promotion and Tenure Guidelines (published annually)
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Shared Governance

The role of faculty in identification of criteria is consistent with the principles of shared governance.

“Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal.” - AAUP
What should faculty establish for the unit?

Use university rules and guidelines to identify what must be established at the unit level

- Unit level **indicators for excellence vs. effectiveness** in each **area of responsibility** (T, R, S, C)
  - Should these indicators vary by rank and/or track? If so, why?
What should faculty establish for the unit?

Use university rules and guidelines to identify what must be established at the unit level

- Annual Review
  - What **window of time** will be evaluated annually?
  - Define the **performance ratings** (e.g. unsatisfactory, needs improvement, satisfactory, exemplary, most meritorious) as they relate to **indicators** for each area of responsibility
  - Define any unit specific purpose for annual review
  - Define the basis for evaluation (e.g. what sources of information will be used to evaluate teaching)
  - Define how responsibility distributions are weighted for merit raise consideration
  - Define faculty annual activity report format and content
What should faculty establish for the unit?

Use university rules and guidelines to identify what must be established at the unit level:

- Promotion and/or Tenure **evaluation criteria** for titles in each track
  - tenured/tenure track faculty – quality, significance, impact – define expectations for each title
  - academic professional track faculty – quality, significance, impact – define expectations for each title in context of responsibilities
What should faculty establish for the unit?

Use university rules and guidelines to identify what must be established at the unit level

• Mid-term Review
  • Describe the timing a process for mid-term review
  • Define materials to be submitted by candidate and whether or not internal letters are used
  • Define the basis for evaluation (e.g. what sources of information will be used to evaluate teaching)
Use university rules and guidelines to identify what must be established at the unit level

- Post-tenure Review
  - Describe the timing a process for post-tenure review
  - Composition of the peer review committee
  - Define materials to be submitted by candidate
  - Define the basis for evaluation (e.g. what sources of information will be used to evaluate teaching)
1) Describe the process to establish and to periodically review faculty evaluation guidelines for your unit*?
2) In your responsibilities how are you likely to influence this process?

Unit = e.g. Department or College
In unit diverse groups of 2-4 discuss:
1) the different processes
2) how you each expect to influence the process
• How was that?
• What did you learn?
• How might shared governance for faculty evaluation factor into your goals for the near future in your unit?
Thank You

True for Faculty, Staff, and Students