

MOTION TO CHANGE FACULTY HANDBOOK TO ELIMINATE
SECOND YEAR REVIEW

MOTION: The Dean of the Faculty's office moves to alter the Faculty Handbook to eliminate the second year review as follows:

D. Reappointment

1. Reappointment of Full Time Tenure Track and Library Faculty in Professorial Ranks

Each department in the College shall follow its established procedures to evaluate candidates for reappointment and these procedures must be implemented in accordance with the principles of academic freedom and must ensure that the standards for continued service are considered.

a. ~~Second Year~~

- ~~i. At the end of the appointee's second year, the department shall determine whether or not it regards the appointee as a candidate for reappointment according to departmental procedures and the evaluative criteria set forth in Part One, Article VIII, Section A, with particular emphasis on teaching effectiveness. The Department shall inform the Associate Dean of the Faculty (faculty affairs) of its decision on or before May 31 of that year. In the case of proportional appointments (see Part One, Article VI, Section C), each program and/or department involved shall inform the Associate Dean of the Faculty (faculty affairs) of its decision on or before May 31 of that year.~~
- ~~ii. By June 15 of the appointee's second year, the Associate Dean of the Faculty (faculty affairs) shall remind appointees not regarded as candidates for reappointment that their service terminates at the end of their third academic year.~~
- ~~iii. Candidates for reappointment shall have access to all written materials immediately following notification of the Associate Dean of the Faculty (faculty affairs)'s decision. These materials may not be photocopied.~~

~~iv. Reviews~~

- ~~(1) If the appointee believes that the decision against reappointment was made in violation of academic freedom and rights or was procedurally inadequate, CAFR, upon petition by the appointee, will review the allegations and report to the President.~~
- ~~(2) If the appointee believes that the decision against reappointment was based on inadequate consideration of the standards for continued service, the Asso0 12 135~~

For tenure-track faculty appointments that are 100 percent in ID programs, the Program Director/PPC Chair must submit, at a minimum, a letter that summarizes (1) the program's recommendation, positive or negative, and (2) the evidence supporting the recommendation to the Associate Dean of the Faculty (faculty affairs) on or before January 15 of the appointee's third year. If faculty members eligible to write on the candidate's behalf as indicated by program procedures disagree with the consensus letter and therefore cannot sign it, faculty members may write an individual letter to the Associate Dean of the Faculty (faculty affairs) on or before January 15 with their recommendation and a summary of the supporting evidence for the recommendation. The program must also demonstrate need and the candidate's professional quality according to guidelines described for departments in paragraph (i) above.

For proportional tenure-track faculty appointments that are shared between two departments, a department and an ID program or two ID programs, Department Chairs or Program Directors or PPC Chairs must submit, at a minimum, separate letters that summarize (1) the department's or program's recommendation, positive or negative, and (2) the evidence supporting the recommendation to the Associate Dean of the Faculty (faculty affairs) on or before January 15 of the appointee's third year. If faculty members eligible to write on the candidate's behalf as indicated by department or program procedures disagree with the consensus letter and therefore cannot sign it, faculty members may write an individual letter to the Associate Dean of the Faculty (faculty affairs) on or before January 15 with their recommendation and a summary of the supporting evidence for the recommendation. The departments/programs sharing the appointment must also demonstrate need and the candidate's professional quality according to guidelines described for departments in paragraph (i) above.

- ii. The Associate Dean of the Faculty (faculty affairs) must, on or before January 15, recommend to the Dean of the Faculty/Vice President for Academic Affairs either

- v. The Dean of the Faculty/Vice President for Academic Affairs shall make the decision to accept or reject recommendations in all cases presented. The decision on

2. Reappointment of Librarians

During the second and

third year. If the review is negative and the Associate Dean of the Faculty (faculty affairs) concurs, the department member receives a terminal contract for a fourth year. In the case of a disagreement between the department and the Associate Dean of the Faculty (faculty affairs), the Dean of the Faculty/Vice President for Academic Affairs shall convene an ad hoc group of three current Department Chairs (excluding the Chair of the candidate's department), which shall provide a third recommendation. The Dean of the Faculty/Vice President for Academic Affairs makes the final reappointment decision. If the Dean of the Faculty/Vice President for Academic Affairs' decision is negative, the department member receives a terminal contract for a fourth year.

In the sixth year, the evaluation process shall be broadened to include references from outside the department. For contracts beyond the sixth year, the reappointment procedure is that of the third year, with the department making a recommendation to the Associate Dean of the Faculty (faculty affairs). In the case of a disagreement between the department and the Associate Dean of the Faculty (faculty affairs), the Dean of the Faculty/Vice President for Academic Affairs shall convene an ad hoc group of three current Department Chairs (excluding the Chair of the candidate's department), which shall provide a third recommendation. The Dean of the Faculty/Vice President for Academic Affairs makes the final reappointment decision. If the Dean of the Faculty/Vice President for Academic Affairs' decision is negative, the department member receives a terminal contract for a fourth year.

4. Reappointment of Instructors

During the ~~second and~~ ^{third} year of service, Instructors will be evaluated. Each department shall follow its established procedures for evaluating candidates for reappointment and promotion. The Chair will file these procedures with the Dean of the Faculty/Vice President for Academic Affairs and make them available to the candidate well in advance of the evaluation. These procedures must be in accordance with the principles of academic freedom and must ensure that the standards for continued service are considered.

a. ~~Second Year~~

- ~~i. At the end of the appointee's second year, the department shall determine whether or not it regards the appointee as a candidate for reappointment according to department procedures and shall inform the ~~Assistant~~ ^{Dean} of the Faculty (faculty affairs) of its decision on or before May 31 of that year.~~
- ~~ii. By June 15 of the appointee's second year, the Dean of the Faculty/Vice President for Academic Affairs shall remind appointees not regarded as candidates for re~~

b. Third Year

- i. ~~An appointee considered by the department or program to be a candidate for reappointment at the end of the second year~~ will be evaluated in the third year according to department procedures. The Departmen

5. Reappointment of Teaching Professors and FullTime Lecturers

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6. Other NonTenureTrack Appointments (visiting Artist- or Writer-in-