

Outline of Changes to Faculty Performance Evaluation Document

I. PREAMBLE

- Substantive Changes
 - Elimination of Guiding Principles and other wording
 - Framework for Evaluation
 - Purpose: elimination of historical information
- Changes in Form/Nomenclature
 - Types of faculty evaluation

II. WHO IS COVERED BY THESE POLICIES

- No Changes

III. THE PROFESSIONAL DEVELOPMENT PLAN (PDP)

- Substantive Changes
 - September 30 to September 7 for PDP
 - Performance Improvement Plan language
- Changes in Form/Nomenclature
 - “Key Components” language

IV. EVALUATION CRITERIA

- Substantive Changes
 - “expectations or desired outcomes” to “goals and/or objectives”
- Changes in Form/Nomenclature
 - None

V. PERFORMANCE REVIEWS

- Substantive Changes
 - Delete “Tenure”
 - Add under “Participation of Colleague”: A faculty member may request an external review by an expert in the discipline who has been mutually agreed upon by the faculty member and the supervisor.”
- Changes in Form/Nomenclature
 - None

VI. THE PERFORMANCE IMPROVEMENT PLAN (PIP)

- Substantive Changes
 - The PIP must be finalized by September 7
- Changes in Form/Nomenclature
 - None

Performance Reviews (Charts)

- Substantive Changes
 - September 7: Final PDP completed and signed
 - Under **Continuing Multi-year Appointment Probation Review**: PIP in lieu of the PDP to PIP as part of the PDP.
- Changes in Form/Nomenclature
 - , student evaluations to student perceptions
 - peer assessments to peer evaluations,
 - Fixed Multi-Year Successive Contract Review to Successive Fixed Multi-Year Contract Review
 - April 15: Dean/director makes recommendation to the VPAA to .April 15: Dean/director makes recommendation to the Vice President for Academic Affairs (VPAA).

VII. PEER REVIEW COMMITTEES (PRCs)

- Substantive Changes
 - None
- Changes in Form/Nomenclature
 - College of Health Professions to College of Health Professions and Social Work
 - College of Professional Studies to College of Engineering

VIII. FACULTY AFFAIRS TEAM (FAT)

- Substantive Changes
- Changes in Form/Nomenclature
 - Providing counsel regarding transition from multi-year to continuing appointments and *vice versa* to Providing counsel regarding transition from fixed multi-year appointments to continuing appointments and *vice versa*

IX. FACULTY REVIEW OF ADMINISTRATORS

- No Changes

X. IMPLEMENTATION

- Substantive Changes
 - None
- Changes in Form/Nomenclature
 - Delete: "for their information"

Appendices A, B, and C

- No Changes

Appendix D

- Change : expectations to objectives
- Change: assessment to evaluations

