

THE FACULTY PERFORMANCE EVALUATION PLAN (FPED) 2016 REVISION HIGHLIGHT

Date: April 1, 2016 rev 4-11-16

RE: For Senate Discussion

► **PRE-PROMOTION:**

We have to implement the pre promotion process in AY 2017- 2018 per Article 14.1B.

So if someone wants to go up in AY 2018 -2019 – they will need to do their pre promotion process in the Fall of 2017 as proposed now.

- A faculty member applying for promotion in 2016 -2017 is **NOT REQUIRED** to go through the **PRE –PROMOTION PROCESS**.

Some Highlights of FPED Changes

Topic	Approximate Location on Tracked/Original FPED	Change & Location on New FPED
PREAMBLE - Principles	Page 1	Page 4, Line 1. changed prototype to comprehensive to reflect current state of FGCU Bullet 2 - Civil environment – inserted <i>honesty, transparency.</i>
PREAMBLE - Assessment	Page 5 - Purpose - updated	Page 5
Inserted Headings/ Format: II POLICIES & PRINCIPLES & Other headings throughout the Document Colleges/units	Page 5 CBA Articles, progress toward promotion added in itemized list Page 5 Faulty Bylaws statement added Section called Responsibility moved up from section after Sustained Performance evaluation. Throughout document - College/Units is used - updated to reflect current CBA terminology	The following updates appear on pages 5 – 6 in item POLICIES AND PRINCIPLES: CBA items are outlined in item B. Responsibility –and Appointment Types moved up to this section- for better/more logical flow in revised document Throughout document - College/Units is used - updated to reflect current CBA terminology
ASSIGNMENTS	Page 6	Page 7 – Changed ASSIGNMENTS to FACULTY ASSIGNMENTS – revisions reflect CBA Article 9 NOTE: Faculty Assignment Forms (FAF) and PDP are now aligned with the CBA and the FPED.
Description of Professional Development Plan	Page 7	Page 7 Changes reflect CBA

Key Components of PDP	Page 8 & 9	Page 6 - Changes: related activities, objectives – clarification and congruence with CBA
Topic	Location on Tracked/Original FPED	Change & Location on New FPED
Corrective Professional Development Plan	This heading was added to clearly identify the content – it relates to PIPs. Heading and one sentence is added in bullet 1 on page	Page 9 shows this heading; added the last sentence in bullet 1 on page 6 Page 6 - Minor changes in bullet 3 for clarity.
Evaluation Criteria	Changed to ANNUAL EVALUATION CRITERIA Language change to reflect CBA (Bottom of this page shows 8 as page number)	Page 10 ANNUAL EVALUATION CRITERIA -Heading change for specificity CBA Article 9.2 addressed Objectives added to bullets – Meet Objectives, Exceed PDP Objectives... Change for clarity/specificity. Page 8 changes for clarity and congruence with CBA.
Performance Reviews	Evaluator/Supervisor and Participation of Colleagues moved from pages 10 -11 Tables were retyped –	Evaluator/Supervisor and Participation of Colleagues moved up to pages 11 -12 under PERFORMANCE REVIEWS Annual Review – dates are the same as approved but clarification of what is to be done has been made PERFORMANCE IMPROVEMENT PLAN (PIP) p. 19 was moved up to follow Continuing Multi-Year Appointment Probation Review - This is now in logical order evaluations occur before PIPS
Foundation of the Performance Improvement Plan (PIP)	Items concerning PIP on page labelled in footer as 22 was moved	PIPS section (Tables for annual review...etc. – this is more logically sequences – since PIPs only occurs post the reviews.

Topic	Location on Tracked/Original FPED	Change & Location on New FPED
Promotion	Changes concerning promotion added/moved to this section to meet CBA requirements.	Promotion Policy Eligibility, Principles for Establishing Criteria for promotion and University Criteria now appear before Pre-promotion (page 20).
Pre-promotion process was added to FPED	New addition per new CBA	<p>Page 13 – item E. Pre-Promotion Process (NOTE: Item 4 on the Pre promotion document sent to the Senate (up for approval today 4/1/16) has been removed (it is not necessary – colleges/units will determine) and [calendar] was inserted in policy section to clarify the question posed about year (AY or calendar).</p> <p>Item 3 was changed to what was approved by Senate on 4/1/16 NOTE the inclusion of [calendar] was inserted for clarification.</p>
Promotion Portfolio	<p>Nothing new – but items listed in the CBA Article 14 are listed.</p> <p>Last bullet under Timeline in the Promotion Review Table on page labelled 29 in old FPED footer – change UBOT to President.</p> <p>Unfavorable Review is addressed – page labelled 31 of old FPED</p>	<p>NOTE: Reorganization of this section occurred.</p> <p>Page 23 Promotion Review table is from the current/existing approved FPED.</p> <p>Article 14. 4 in the new CBA shows the President.</p> <p>Addresses CBA</p>
PRC	Addresses the inclusion of advisors in the peer review process for advisors	See Item PRCs section on page 27 -paragraph 3.
Approval Dates		2016 Approval dates added on page 30
Comments?		