**AY20-4-F**

Issue title: Policies on Evaluation of Lecturers and Reappointment

Issue Description:

In response to a question from my department chair, I looked at the policies on evaluation of lecturers, etc., and the one on reappointment.  There seems to be a discrepancy.  In the policy on Evaluation of Lecturers etc. Section B. 1. a. says that 'Senior lecturers will be evaluated by their department chair etc.  and that every five years, a more in-depth evaluation will be conducted etc.  However, the policy on reappointment B. 1.

"Each department conducts an annual review of the nontenure-track faculty members in that department etc".    Thus, it seems that Senior Lecturers, Master Lecturers etc. In II. B of the reappointment policy are exempt from department faculty reviews or the wording/intent is inconsistent.  It is my opinion that all faculty should be reviewed by faculty committees not just the chair.

As I look at this further, I see where a problem with reviewing credentials for research professors could also be helped. They too are only evaluated by the chair when means when they come up for promotion that no faculty group has ever reviewed their credentials and this has resulted in some negative recommendations. So having faculty committee review could be helpful to them.

Submitted by: Nina Brown

Recommendation of Committee F

Committee F recommends rejection of Ay20 4-F

The committee find the current policy is satisfactory as outlined below. Yearly evaluation of non-tenure tract faculty puts both an undue burden on P@T committees and seems unnecessary. Tenured faculty who are going up for promotion are only evaluated by their chairs annually and the current process follows that same model with the addition of a 6 year in depth review. The statement "Each department conducts an annual review of the nontenure-track faculty members in that department etc" has been removed form the current faculty handbook

“Evaluation of Senior lecturers will be evaluated by their department chair every year according to the policy on "Reappointment/Annual Review or Nonreappointment of Faculty." In lieu of this annual review, and if not applying for promotion, every six years senior lecturers will instead undergo an in-depth evaluation that is initially conducted by a committee consisting of tenured members of the department, and then by the chair, ….”