Faculty Senate Issue Log Form

Date-Submitted: 12/5/2019
Title-of-Issue: Timing of teaching portfolio review and performance review for faculty of practice.
Description:  The *Teaching and Research Faculty Handbook,*in the section entitled Peer Review of Portfolio (from the University Policy on the Evaluation of Teaching Effectiveness), offers direction on how frequently teaching portfolio reviews should be undertaken:  *"Reviews of portfolios should be conducted every five years for tenured faculty, every three years for master lecturers and senior lecturers, and every year for nontenured faculty, lecturers, instructors, and adjunct faculty. More frequent review may be requested by the faculty member, the chair or the dean."* However, faculty of practice are not explicitly mentioned in the policy language.  One might assume faculty of practice would fall under the category of those whose teaching portfolios would be reviewed annually, but it would be better if that were made clear.

Also, the*Teaching and Research Faculty Handbook,*in the section on Academic Ranks and Criteria for Ranks*, indicates the following regarding the appointment of faculty of practice:  "*

*Initial appointment or reappointment of faculty of practice must be reviewed and recommended for appointment or reappointment by the promotion and tenure committee of the department in question. "* However, it is unclear how frequently reappointment reviews should be undertaken.  The initial appointment can be for 1-3 years.  So should the reappointment review be undertaken annually for those appointed for more than one year or only once every three

years?

In addition, the policy on Reappointment/Annual Review or Nonreappointment of Faculty includes a section on Reappointment or Nonreappointment of Nontenure-track Faculty, but that section does not mention faculty of practice. It would be helpful for the *Handbook* to be more explicit in terms of how/when faculty of practice should be evaluated.

Rationale: It is unclear in the Handbook how frequently teaching portfolios should be reviewed for faculty of practice.  Interestingly, teaching portfolio reviews for faculty of practice are included in the schedules that appear at the end of the Handbook, but the schedules are not an official part of the Handbook (with the exception of dates marked by asterisks).  Those expectations should be clear in the body of the Handbook.

In addition, it is not explicit, except in the unofficial schedules at the back of the Handbook, that faculty of practice should be evaluated annually. If their initial appointment is for longer than one year, should they not be evaluated annually?
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