

Title of Issue (short descriptive title by which the issue may be referenced)

Dean's Letters for Reappointments of Non-Tenure-Track Faculty

Description of Issue

This is a call for revising the policy on the Reappointment/Annual Review or Nonreappointment of Faculty top allow deans to concur with the chair's evaluation of senior and master lecturers who are not undergoing in-depth evaluations, without producing a formal letter.

Rationale for Submission

Producing evaluation letters for faculty consumes a great deal of a dean's time, especially in large colleges. In the last few years the University has adopted the practice of allowing deans to concur with a chair's evaluation of tenured faculty members via a dropdown box, without writing a detailed letter. I propose that the policy on the Reappointment/Annual Review or Nonreappointment of Faculty be revised to allow a similar practice for senior and master lecturers who are being reappointed, except in years when they are undergoing in-depth evaluations. It's possible that the current language already would permit this, but because the Provost's Office has not interpreted the policy to allow this, a revision would remove any uncertainty. This would involve revising section III B 5 of this policy. Some possible language, which could no doubt be improved upon, might be:
Considering the recommendations of the departmental committee (in case Section 2.b. above applies) and of the chair, as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual nontenurable nontenure-track faculty member and notifies each faculty member of this decision. If the decision is not to reappoint the faculty member, the dean provides the faculty member and the provost and vice president for academic affairs with a copy of a letter specifying the reasons for this decision. If the decision is to reappoint, then the dean will convey this decision to the faculty member in either a letter that offers an independent evaluation of the faculty member's performance or a brief note that concurs with the chair's evaluation. Dean's evaluation letters are required annually for lecturers and for senior and master lecturers undergoing in-depth evaluation.

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