

AY21-30-F

Faculty Senate Issue Form

Date Submitted: Friday, January 21, 2022

Title of Issue: Lack of clarity in definition of performance “deficiency”

Description of Issue:

The term “deficiency” appears in the policy on tenured faculty annual review, section II.B.5.:

*Where deficiencies are noted, the chair should work with the faculty member to develop a plan to address the deficiencies and either provide resources to implement the plan, if necessary, or if resources are not available in the department recommend to the dean and provost and vice president for academic affairs that such resources are needed. If a pattern of deficiency in the performance of a tenured faculty member is documented from the cumulative annual evaluations, for a period of at least two years, the chair or dean shall call for an in-depth evaluation of the faculty member and may conduct a post-tenure review, as described in the Policy and Procedures on Post-Tenure Review. The chair should take particular care in the counseling of non-tenured faculty members who are working toward the criteria for tenure.*

However, there is no clear definition of what constitutes a “deficiency.” This leads to confusion about how to determine when a lack of performance represents an area for growth or improvement or constitutes a true deficiency. The professional development support offered is not the same for areas for growth or improvement versus that for a deficiency.

Rationale for Submission:

It would be helpful for faculty and administrators to have a more clear definition of what constitutes a deficiency in performance, as otherwise, lack of consistency in applying the policy could lead to lack of transparency, lack of fairness and/or inequities in the evaluation of faculty across departments/schools, colleges or across time. In addition, in that case in which a true deficiency is noted, the faculty member would have access to professional development support they might not have otherwise.

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Department: Provost’s Office

Date: January 21, 2022

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