

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Senate Document Number 8212S

Date of Senate Approval 04/05/12

Statement of Faculty Senate Action:

FWDC 10: Clarification of Post Tenure Review procedures (Faculty Handbook 3.7.2.7E)

Effective date: Immediately

Summary:

This document clarifies that the Chair's Evaluation of Post Tenure Review (PTR) candidates does not have to include a report of a department vote on the evaluatee's performance.

Rationale:

Department chairs have followed a variety of practices in reporting department feedback on PTR evaluatees. Some have reported a formal vote, some have reported unanimous consensus, and some have incorporated individual department member's feedback. The Post Tenure Review Committee (PTRC) requested clarification on whether a department must report a vote or not.

The Faculty Handbook clearly states that PTR is a formative evaluation process, emphasizing peer participation, rather than a summative evaluation. For this reason, the Chair's Evaluation should report the results of their consultation with members of the department as input to the PTRC, rather than emphasize the formal vote that one would expect for a summative evaluation.

Revised Faculty Handbook 3.7.2.7E:

E. Chair's Evaluation (provided by the Chair of the department and assembled in the dossier submitted to the PTRC)

- 1) Purpose: The Chair's Evaluation has always been central to decisions concerning reappointment, tenure and promotion. It is a summary evaluation that, when viewed together with the evaluations appended to the Faculty record, provides an historical account of the evaluatee's overall performance as viewed by the Chair.

- 2) Format: The Chair's Evaluation should be written in simple narrative form, to the Chair of the PTRC, addressing the evaluatee's past, present and future contributions to the department and the university. This statement may also be used to address factors and extenuating circumstances affecting the evaluatee's performance, which are not usually covered in the listing of activities by category. The Chair must consult with faculty colleagues and report on that consultation. It is not expected that a department vote is taken or reported. For purposes of faculty development, the Chair should discuss the evaluation with the faculty member prior to submission of the evaluation to the PTRC.