

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Senate Document Number 0513F

Date of Senate Approval 10/3/13

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Statement of Faculty Senate Action:

**FWDC 4: Use of Department and Program Values Documents  
Revision of [Section 3.3.2.2](#) of the Faculty Handbook**

**Effective date:** Immediately

**Summary:** This document expands the sharing of Department and Program Values Documents to include not only the Committee of Tenured Faculty, but also the Post Tenure Review Committee and the Deans and Provost to be used in the fulfillment of their evaluation responsibilities.

**Rationale:** The creation of Values Documents was intended to help the Committee of Tenured Faculty to contextualize the accomplishments of faculty from a wide range of departments and disciplines and to better understand the specific recommendations made by departments by knowing the values and standards utilized in personnel evaluation. Likewise, the Post Tenure Review Committee can benefit from having this information, as well as academic deans and the Provost as they fulfill their roles in annual evaluation.

**Revise 3.3.2.2.h as follows:**

h. Special Departmental Criteria

Departments and programs with faculty appointments will develop specific criteria and/or values peculiar to a discipline which, upon written approval of the Provost and VCAA, will be considered in evaluating faculty members. This Values Document will be created by each Department or Program from within their discipline. This list can explain what the department or program places importance on, but must align with the Universities' values for reappointment, tenure, and promotion. The document will contain the standards by which a candidate will be evaluated for reappointment, tenure, and promotion within their discipline. This list will be shared with any candidate at the time of their hiring. It will also be sent to Academic Affairs which will share the document with the Committee of Tenured Faculty and the Post Tenure Review Committee when a candidate from that Department or Program comes up for review. Academic deans and the Provost may also consult this document as they fulfill their responsibilities for all types of faculty evaluation.