Comprehensive Faculty Evaluation Processes

John H. Frederick
Provost and VP Academic Affairs
Overview

- Promotion and tenure
- Promotion to full professor
- Periodic Performance Evaluation (PPE)
- Third-Year Review
- Faculty career cycles
Promotion and Tenure

- **Timeline:**
  - July-August — external reviews
  - September — department review
  - October — college review
  - November, December — university review
  - December — faculty notifications
  - January, February — appeals
  - March — files forwarded to System
  - August — Regents’ approval
Promotion Packets

- One hard copy for signatures, file
- Electronic files for review, transmission
- Contents:
  - Resume
  - Self-evaluation
  - External letters
  - Evaluations and recommendations
  - Optional supplementary materials

See guidelines at
http://provost.utsa.edu/VPAFS/Promotion&Tenure/index.asp
Chair’s Evaluation

- Clarify case for reviewers outside discipline
- Report DFRAC vote
- Explain disciplinary research productivity standards
- Clarify qualifications of external reviewers
- Interpret external reviews
- Evaluate teaching, research, service separately
- Recommend outcome of P&T review
Special Considerations

- Soliciting external reviews
- Public transparency, open records
- Use evidence to support case
- Multiple measures of teaching effectiveness
- Notification of faculty when files go forward
- Appeals
Early Review for Tenure

Accomplishment

Possible early promotion

Disciplinary Standard

Making progress, but not ready yet

6th Year

Time
Promotion to Full Professor

• Evolutionary considerations

• Criteria:
  • Active scholar
  • Effective teacher
  • Contributing colleague to service needs
  • Extraordinary contributions in at least one of
    • Research— national reputation (e.g. high impact, invited speaker and writer, intellectual property)
    • Teaching— awards, instructional activity beyond UTSA (e.g. authored texts, publishes pedagogical developments)
    • Service— major contributions to university and/or discipline (e.g. leadership roles)
DFRAC responsibilities

- Confidentiality of proceedings
- Knowledge of policies and guidelines
- Rigor with fairness
- Exclude personal agendas
- Evidence-based evaluation
- Confidentiality of proceedings
Periodic Performance Reviews

- New guidelines: provost.utsa.edu/home/ppe/
- Process timeline:
  - April-September — prepare packets
  - October — departmental review
  - November, December — dean’s review
  - January, February — optional CFRAC review if area found unsatisfactory
  - March — final resolution of PPE reviews
PPE Issues

- How to count six years
  - Exclusions for unpaid leave, medical leave, full-time administrative position
  - Exclusion for development leave?
- Resolution of unsatisfactory reviews
  - Change of effort distribution
  - Faculty development plans (FDP)
  - Annual follow-up reviews
- Consequences for failure to improve performance

Prof. Van Winkle, the university has instituted re-evaluation of tenure, time to wake up.
Third-Year Review

- Purpose of Third-Year Review (TYR)
  - Constructive advice and faculty mentoring
  - Possible non-renewal
- New guidelines—
  provost.utsa.edu/home/Third_Year_Review/index.asp
- Process Timeline:
  - Fall— prepare materials
  - January, February— departmental review
  - March— feedback to candidate and candidate response
  - April— Dean’s review
Faculty Career Cycle

- Pre-tenure—gearing up
- Immediately post-tenure—growing responsibility
- Faculty leader, eminent scholar
- Career twilight (several paths):
  - Continued research eminence
  - Declining research activity (increased mentoring, teaching)
  - Administrative responsibilities
- Approach to retirement
- Post-retirement involvement in university
Questions/Discussion