HOP Highlights

Chairs Council

September 10, 2014
HOP 2.10 Faculty Reappointment, Promotion and Tenure Guidelines

• A member of several review committees may only vote once
• A member of DFRAC and CFRAC and/or UFRAC may only vote at the DFRAC level
• A member only of CFRAC or UFRAC may vote on either committee
HOP 2.10 Faculty Reappointment, Promotion and Tenure Guidelines

• A balanced description of a case originating in a committee member’s department/college must be presented at CFRAC/UFRAC

• Members of CFRAC and UFRAC will not advocate an outcome inconsistent with DFRAC or CFRAC

• Members of UFRAC will not advocate an outcome not supported by lower levels
HOP 2.34 Faculty Grievance Procedure
Under Stakeholder Review

• Grievances involving faculty annual performance evaluations can bypass the required the informal resolution stage

• Faculty members initiate a Grievance Process involving annual performance evaluations with a Written Complaint as described in the Formal Process
Peer Observation Guidelines

• Starting Fall 2014, any faculty going up for tenure or promotion must have undergone at least one peer observation

• Details of the peer observation rest within departments/colleges

• It is recommended that Assistant Professors be observed once per year; Associate Professors observed once prior to seeking promotion

• Faculty members submit their report regarding their peer observer evaluation to the Chair
Mentoring Guidelines

• All academic departments MUST have a mentoring program in place by Fall 2015
• Each department is free to design its own mentoring program
• A mentoring manual will be available sometime during the fall 2014 semester as a resource for departments
• Support for departments is only a call or e-mail away
Faculty Recruitment Manual

• Affirmative Action Advocate (AAA) report has been added to Recruitment Packet Checklist
• Recruitment Plan Timeline table has been modified to better reflect the desired outcome

| March 1 | Offer letter given to and signed by the candidate |