

Appendix "A"

Senate Motion #18 (1995-96)

Motion Introduced by: Personnel Committee (William Davey, Chair)

Date of Introduction: March 18, 1996

Title of Motion: Principles to Guide Post-Tenure Review::

The Senate Personnel Committee recommends Academic Senate approval of :

Principles to Guide Post-Tenure Review::

- A. Value of Tenure Principle -- Tenure in American universities is valued and must be protected by providing greater accountability through a positive, constructive, forward-looking, peer-based, and faculty-driven post-tenure review system.
- B. Effort Principle -- The post-tenure review should not ~~divert constitute a re-tenuring process where a~~ substantial amount of faculty time ~~must be diverted~~ from teaching, research and service activities ~~to prepare materials for and conduct the review.~~
- C. Burden of Proof Principle -- The burden of proof for tenured faculty is with the University to demonstrate that the faculty member is an unsatisfactory performer.
- D. Cost Principle -- The plan for post-tenure review should not necessitate a major legislative appropriation in order to be implemented.
- E. Reliance on Annual Reviews Principle -- Consistent with ABOR policy, administrative and faculty review of performance, judged on an annual cycle, will serve as the basis for identifying cases in need of attention.
- F. Universality of Concern Principle -- Any and each incidence of overall unsatisfactory performance will be addressed. Performance evaluation is based upon agreed to criteria related to teaching, research and service.
- G. Progressive Concern Principle -- Repeated instances of unsatisfactory performance will result in college-level involvement in the faculty improvement plan.
- H. Performance Improvement Principle -- A key element in post-tenure review is performance improvement, which could be entered voluntarily by anyone seeking to improve or involuntarily (i.e., mandatory) by receiving unsatisfactory performance ratings in the annual performance evaluations.
- I. On-going Administrative Evaluation of Process Principle -- Each year the Dean, **in consultation** with ~~advice from~~ the unit head and two faculty from **another unit in the same other** College, will evaluate the review process and the performance ratings of 20% of the faculty of the College. The Dean is responsible for providing independent verification that the annual review process ~~was one that~~ effectively ~~measures reveals and labels unsatisfactory~~ performance.