

Agenda

UWG Faculty Development Committee Meeting

August 24, 2021

11:00am-12:00pm; via Google Meet

(Chair: Patrick Erben, English)

- 1) **Welcome and Attendance**
- 2) **Approval April 6, 2021 Minutes (<https://www.westga.edu/administration/vpaa/faculty-senate/assets/docs/fac-dev-minutes/FDC6April21Minutes.pdf>)**
- 3) **Planning Fall 2021 Committee Meetings**
- 4) **Information Item (Jill Drake and Ralitsa Akins): Post-Tenure Review (PTR) policies and procedures (See Appendix A)**
- 5) **2021/22 Academic Year Charges and Issues Brought to the Committee: Discussion and Action Plans**
 - a. Revise UWG PTR policy (see #4 above).
 - b. Create and recommend a parental leave policy for faculty (in consultation with HR and Provost office).
 - c. Create and recommend a policy on faculty research leave.
 - d. Change P&T guidelines to account for inequities created by COVID for some faculty, especially women and caregivers (cf.: Minutes of the February 19, 2021 Senate meeting, especially pages 9-10 and Appendix 5:
<https://www.westga.edu/administration/vpaa/faculty-senate/assets/docs/senate-minutes/Approved-Feb2021SenateMinutes.pdf>).
 - e. Create proposal for the rank of “principal lecturer” (see FDC minutes of March 2, 2021:
<https://www.westga.edu/administration/vpaa/faculty-senate/assets/docs/fac-dev-minutes/FDCminutes2Mar2021.pdf>)
- 6) **Old Business**
- 7) **New Business**
- 8) **Adjourn**

Post-Tenure and Annual Review Recommendations

Executive Summary

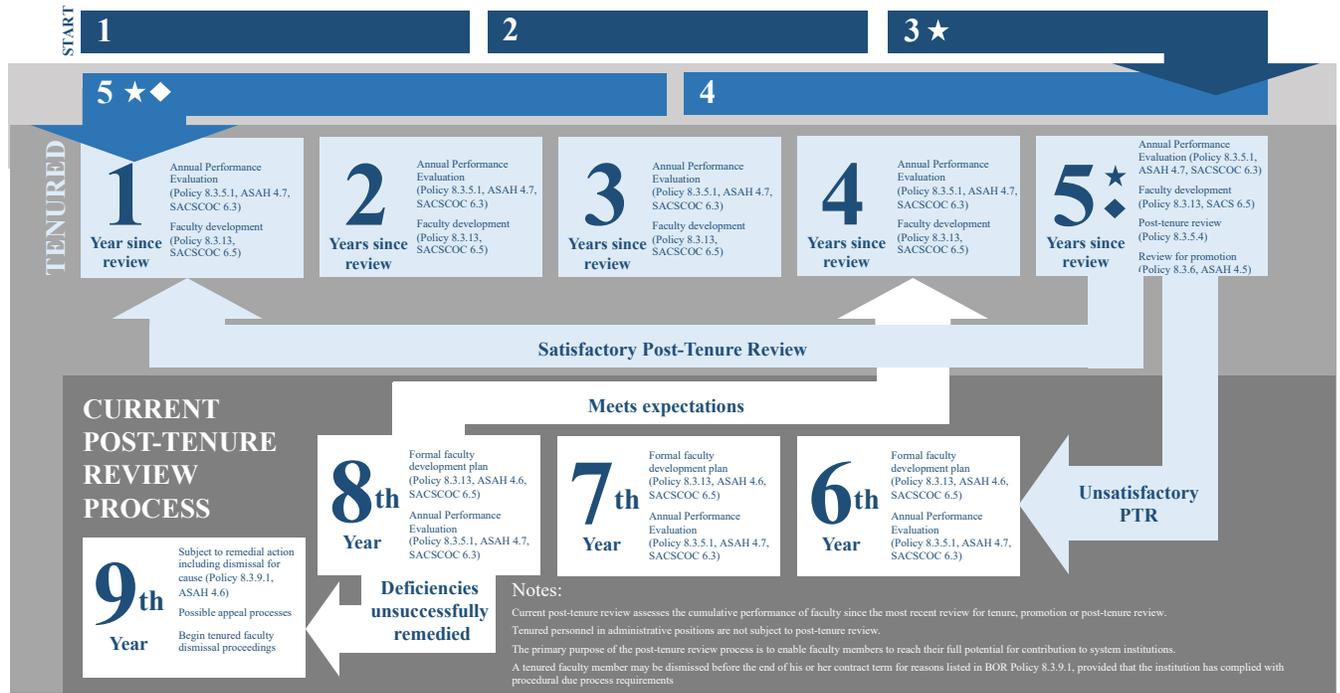
System Framework for Annual, Pre-Tenure, Promotion, Tenure, and Post-Tenure Reviews

- The BOR will enact system level guidelines and standards for all faculty reviews and will ensure that campus policies and standards conform with system requirements.
- BOR standards will require:
 - teaching quality, and student success factors consistent with USG Momentum Approach as success factors in all annual, pre-tenure, tenure, and post-tenure review criteria, in addition to the existing requirements of teaching, research and service;
 - that a deficit in any component of workload performance necessitate an immediate and defined course of corrective action;
 - that while a faculty member may be deemed as “Not Meeting Expectations” for other reasons, they must be so assessed if a majority of their work responsibilities are assessed as “Not Meeting Expectations”.
- The USG will regularly review and periodically audit institutional annual, pre-tenure, promotion, tenure, and post-tenure evaluation policies, practices, and outcomes to ensure consistency with BOR guidelines and standards.
- The BOR will receive an annual report providing information about annual, pre-tenure, tenure, and post-tenure review outcomes at each campus.
- System and institutional training will be developed and required for provost office personnel, deans, and department chairs, to ensure that all reviews are conducted according to the established guideline and rubric standards.
- If an institution is not carrying out an appropriately rigorous review process the BOR may move the ability to award tenure to the board level until institutional processes have been remediated.

Post-Tenure Review

- The Post-Tenure Review (PTR) process will be modified to provide a better framework for faculty performance development and evaluation across all stages of their career.
- Each tenured faculty member will continue to participate in a PTR at least every five years, but must go through a required *corrective* PTR if they are evaluated as performing unsatisfactorily either overall or in any particular area for two consecutive annual reviews.
- An unfavorable PTR will result in a Performance Improvement Plan which must be satisfactorily completed within one year to avoid corresponding disciplinary action.
- Board policy and procedure will be modified to create a more expedient process that better aligns tenure revocation or other disciplinary action consequences with the modified PTR process.

Current Post-Tenure Review Policy Timeline



Proposed Post-Tenure Review Policy Timeline

