FACULTY MEETING
February 27, 2009

MOTION

CAPT: proposed revision to Faculty Handbook on second-year review

VIII. A. 1. Second Year

a. At the end of the appointee's second year, the department shall determine whether or not it regards the appointee as a candidate for reappointment, according to departmental procedures and the evaluative criteria set forth in Part One, VI, A, with particular emphasis on teaching effectiveness. The department shall inform the Dean of the Faculty of its decision on or before May 31st of that year. In the case of proportional appointments (see Part One, Article V, Section C.), each program and/or department involved shall inform the Dean of the Faculty of its decision on or before May 31st of that year.

Deleted: and

b. By June 15th of the appointee's second year, the Dean of the Faculty shall remind appointees not regarded as candidates for reappointment that their service terminates at the end of their third academic year.

c. Reviews

i. If the appointee believes that the decision against reappointment was made in violation of academic freedom and rights or was procedurally inadequate, the CAFR, upon petition by the appointee, will review the allegations and report to the President.

ii. If the appointee believes that the decision against reappointment was based on inadequate consideration of the standards for continued service, the Dean of the Faculty may review the evaluation.

iii. In either (i) or (ii), the result of a finding in favor of the appointee will be to return to the department for reconsideration.

iv. In a case where the disagreement between the department and the Dean of Faculty cannot be resolved, the CAPT will review the candidate's file and make a third recommendation to the Vice President for Academic Affairs. This recommendation will be made on or before September 30.

v . The Vice President for Academic Affairs shall make the decision to accept or reject recommendations in all cases presented. The decision on the candidates shall be announced as soon as possible to the departments concerned, but in no case later than October 15.

Rationale:
VIII.A.1.a. Intended to clarify existing practices, the proposed change makes procedures in second-year review parallel to those for third-year and tenure reviews and specifies an emphasis on teaching effectiveness in the second-year review.

VIII.A.1.c. iv and v. In the current language of the handbook, the Dean of the Faculty and a department may continue to disagree when the Dean of the Faculty asks the department to reconsider a recommendation. The proposed change adds an additional layer of faculty oversight by including CAPT in the process when the Dean of the Faculty and a department cannot agree. It also clarifies the Faculty Handbook relative to the final determination in such cases.

Although there would no longer be any difference between second-year and third-year review procedures in case of a disagreement between the Dean of the Faculty and the department, there would be a calendar difference. The Dean of the Faculty and the department would have the summer to work out their differences before referring the case to CAPT in early September. Candidates would of course be informed of their status, and their situations would be resolved by mid-October, time enough to participate in a job search if their third year became their terminal year.