

Faculty Evaluation Committee

Update #4, February 2018: Faculty Evaluation Committee Progress Report

The Faculty Evaluation Committee met with Dr. Tim Eatman, inaugural dean of the Honors Living Learning Community and Associate Professor in the department of Urban Education at Rutgers University - Newark, and hosted faculty forums on February 22nd and 23rd to discuss alternative forms of scholarship, engaged service opportunities, faculty evaluation, and post-tenure review.

The FEC also developed preliminary drafts of chapter Four: Faculty Workload, Sections 3.5 - 3.8 of Chapter Three: Evaluation Procedures, and Sections 3.15 (Post-Tenure review) to discuss and solicit feedback at the Faculty Forum held on Monday, March 5 with tenured and tenured-track faculty. The FEC will host 2-3 additional faculty forums in March to solicit additional feedback from faculty.

Committee subgroups and individual committee members have examined or is the process of developing/refining:

- workload descriptions, including new models of scholarship, types of peer review and percentages of efforts;
- drafting language for Chapters 3 and 4 of the Handbook
- a timeline of future evaluation process, steps (procedures), and deadlines
- a review of post-tenure literature
- instructor ladders and reward systems
- best practices from PACs and annual evaluation criteria
- non-standard teaching practices across all colleges
- faculty professional development sessions and open forums for faculty feedback

The committee continues to carefully and deliberately study best practices in the complex system of evaluation, and to then develop a system that can be applied across the UNI campus, that will include commonalities and differences among the various disciplines, departments and colleges/library. The committee will continue to draft components of a Comprehensive System of Evaluation that will be shared for feedback with the entire campus community, the Faculty Handbook Committee, the Faculty Senate, and the Provost. Committee members are available to address any questions or concerns throughout the entire process:

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