

## Annual Review Policy: *in response to Senate/faculty comments*

- Proposed changes are consistent between both Chapter 3.2 (career and tenure track) and Chapter 4A.2 (continuing status track) policy. Units will call for annual review information no later than 30 days prior to the deadline.
- Two levels of ratings for peer committee (either “meets or exceeds expectations” or “does not meet expectations”).
  - In the case of “does not meet expectations,” Department head provides additional rating to indicate “needs improvement” or “unsatisfactory.”
- Peer Review Committee provides formative feedback.
  - Feedback will be brief and will use a university form to describe accomplishments.
  - Diversity of faculty representation from all ranks and all tracks in the peer review committee is encouraged.
  - Results of the peer review are transmitted confidentially to the immediate administrative head and the faculty member (timing may be defined by the unit).
  - Peer review results are shared with supervising administrator for administrative appointments.
- Fewer required annual meetings. Department head will be required to meet as follows:
  - Annually for all tenure-eligible faculty, regardless of rating;
  - Annually for all career-track faculty who are at their initial rank;
  - When the rating in any category is “needs improvement” or “unsatisfactory” for tenure- or career-track faculty;
  - As requested by faculty members.
- Post-tenure - at least once every five years, elected college-level Peer Review committee reviews progress and sends comments to department head who will meet in-person with tenured faculty.