

For Faculty Senate on 12/1/2011

Note: The phrase “and/or professional performance (as appropriate to the unit and position)” was approved by Faculty Senate on 11/3/2011.

F.S.R.R. 6.3.2:

6.3.2 *Criteria for Review.* Each department, college or school, or other administrative unit with responsibility for conducting promotion and tenure review shall adopt by vote of eligible faculty or faculty body written criteria, consistent with the university promotion and tenure standards set forth in section 2 of this Article, for evaluating a faculty member’s teaching, scholarship, and service, **and/or professional performance (as appropriate to the unit and position)**. ~~Units that include nonteaching faculty shall include criteria for the evaluation of professional performance.~~ **The College, schools, and other units conducting intermediate reviews may establish general criteria applicable to all their departments or other units conducting the initial review, and require that specific departmental criteria for initial review be consistent with those general criteria.**

6.3.2.1 As used in this article, the term criteria refers to ~~the unit level articulation of disciplinary expectations for meeting university promotion and tenure standards for teaching (or professional performance), scholarship, and service, including their relative weights.~~ **a unit’s expression, in terms of relevant disciplinary practices, of the expectations necessary to meet university standards for promotion and tenure. The criteria shall state the expectations of performance in the areas of teaching, scholarship, service, and/or professional performance (as appropriate to the unit and position) necessary to satisfy the university standards for a recommendation to award tenure and/or promotion.**

6.3.2.2 The criteria shall provide for the evaluation of teaching ~~(or professional performance)~~, scholarship, and service, **and/or professional performance (as appropriate to the unit and position)** as “excellent,” “very good,” “good,” “marginal,” or “poor,” defined as follows:

- (a) “Excellent” means that the candidate substantially exceeds ~~disciplinary and department/unit~~ expectations for tenure and/or promotion to this rank.
- (b) “Very Good” means that the candidate exceeds ~~disciplinary and department/unit~~ expectations for tenure and/or promotion to this rank.
- (c) “Good” means that the candidate meets ~~disciplinary and department/unit~~ expectations for tenure and/or promotion to this rank.
- (d) “Marginal” means that the candidate falls below ~~disciplinary and department/unit~~ expectations for tenure and/or promotion to this rank.
- (e) “Poor” means that the candidate falls significantly below ~~disciplinary and department/unit~~ expectations for tenure and/or promotion to this rank.

6.3.2.3 Absent exceptional circumstances, ~~successful candidates for~~ **no candidate may be recommended** for promotion or tenure ~~will meet disciplinary expectations in all categories, and strong candidates are likely to exceed normal expectations in one or more categories.~~ **without meeting university standards in all applicable areas of performance. Individual units may adopt criteria that require candidates to exceed expectations in one or more areas.**