

Faculty White Report February 23, 2023

Members:

- Lisa Barron, CoE (Chair)
- Isaac Aklamanu, CoBHS
- Tim Self, CoB
- McLean Fahnestock, CoAL
- Christina Chester-Fangman, LIB

The charge for Faculty White was to assess the need for fully ranked faculty review as part of the Enhanced Peer Review policy. Specifically, to answer the following questions:

- What would prompt a review and what kind of review?
- What process does SACSCOC require for annual review of Area I?
- Is the Annual Faculty Evaluation Review sufficient for fully ranked faculty?

Regarding the need for fully ranked faculty review, the committee feels this is an important consideration. However, it is not clear that the Enhanced Peer Review policy would be appropriate, due in part to the small number of full professors in some departments.

The current policy [2:053 Annual Faculty Evaluation Review](#) is inclusive of fully ranked professors. The Annual Faculty Evaluation Review policy includes a provision for the creation of an improvement plan for tenured faculty who fail to receive a satisfactory Annual Faculty Evaluation Review.

According to [SACSCOC Standard 6.3](#), the faculty evaluation system should be consistent with the institution's mission. The standard does not refer specifically to fully ranked faculty, but rather expects that there is a published policy and procedure that is clear for all. It states that "student course evaluations, when used in isolation, are often deemed to be insufficient as a means of faculty evaluation." Since student course evaluations are not being considered, and the existing Annual Faculty Evaluation Review covers a wide range of duties and responsibilities of a faculty, it appears that the Annual Faculty Evaluation Review for fully ranked faculty may be sufficient for SACSCOC purposes.