



UNIVERSITY FACULTY COUNCIL

RESOLUTION

Recommending Mandatory Training for Evaluators of Faculty

WHEREAS faculty performance evaluation is an important means for informing faculty about their performance relative to expectations and for helping them to perform at higher levels; AND

WHEREAS faculty performance evaluation has a critical effect on faculty careers, including retention, tenure, promotion, compensation, and termination; AND

WHEREAS good faculty who feel they have been unfairly or inaccurately evaluated may resign their positions, thus depriving the University of good faculty; AND

WHEREAS inconsistencies in Annual Performance-and-Planning Reviews (APPR) contributed to the imposition of the Periodic Post-tenure Performance Review (PPPR); AND

WHEREAS fair and accurate performance reviews depend on understanding of and skills related to the evaluation process;

THEREFORE BE IT RESOLVED that the UFC recommends that the University implement required (mandatory) training for anyone who participates in the annual evaluation of faculty. In addition to unit heads, the UFC recommends that this training be required for anyone who participates in the annual evaluation of faculty at any level of the process.

Passed June 11, 2019