

# TENURED FACULTY - PROMOTING EXCELLENCE

Alignment with University Strategic Plan Pillars



## EDUCATION

### *Strategic Initiative F*

Create a culture of continuous quality improvement with respect to education, outcomes, and student satisfaction.



## PEOPLE

### *Strategic Initiative for Faculty D*

Evaluate compensation plans, create promotion pathways, and develop succession plans.

To ensure that NEOMED maintains excellence, remains competitive and attracts the most qualified and diverse faculty and staff.



## DISCOVERY

### *Strategic Initiative A*

NEOMED has created six Research Focus Areas (RFA) to optimize the culture of discovery in defined themes of interest.

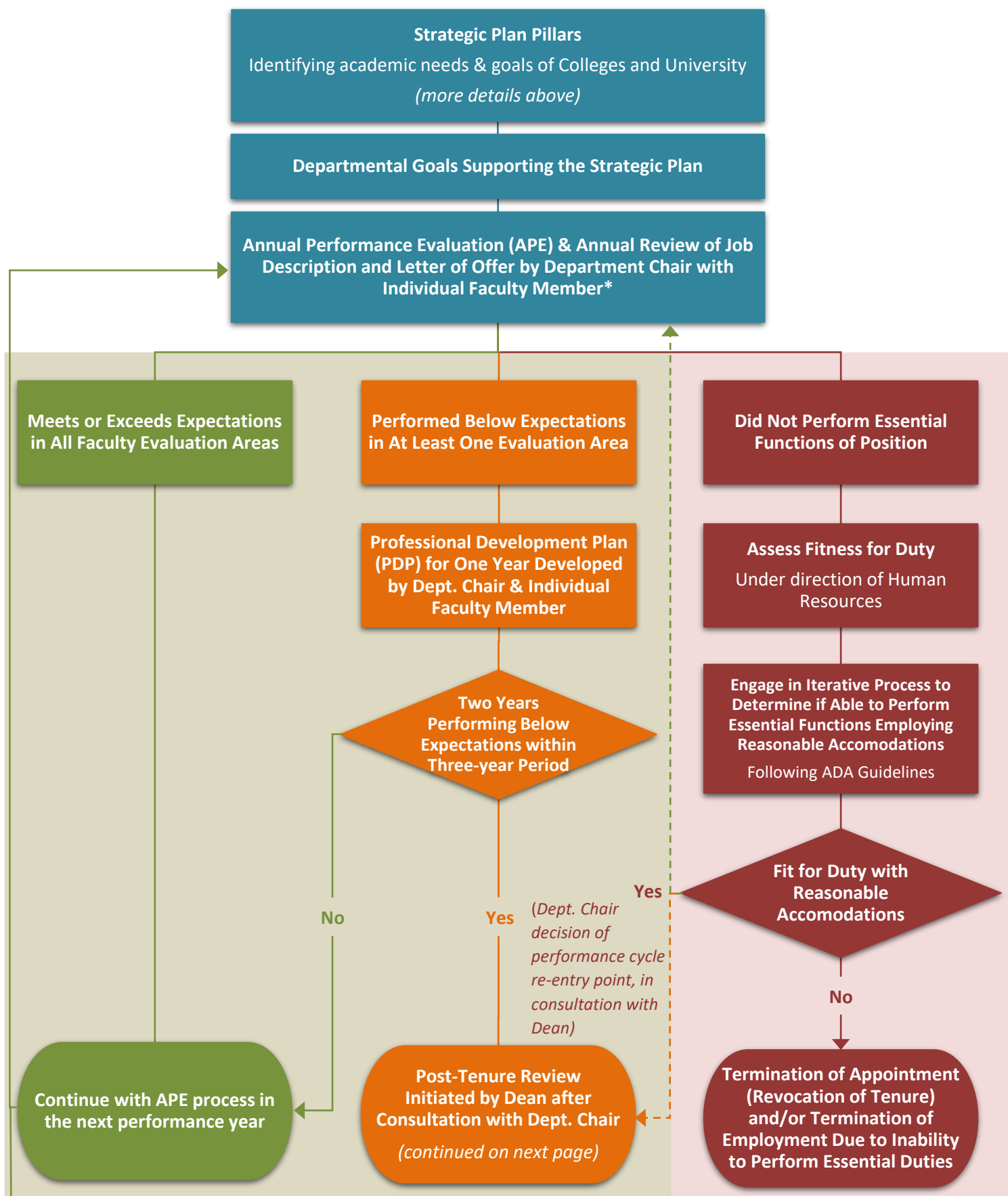
Optimizing and enhancing functionality and productivity in research endeavors that are aligned with faculty expertise will enable NEOMED to distinguish itself amongst its peers and bring prominence to the institution.



## ADMINISTRATIVE & ACADEMIC SUPPORT

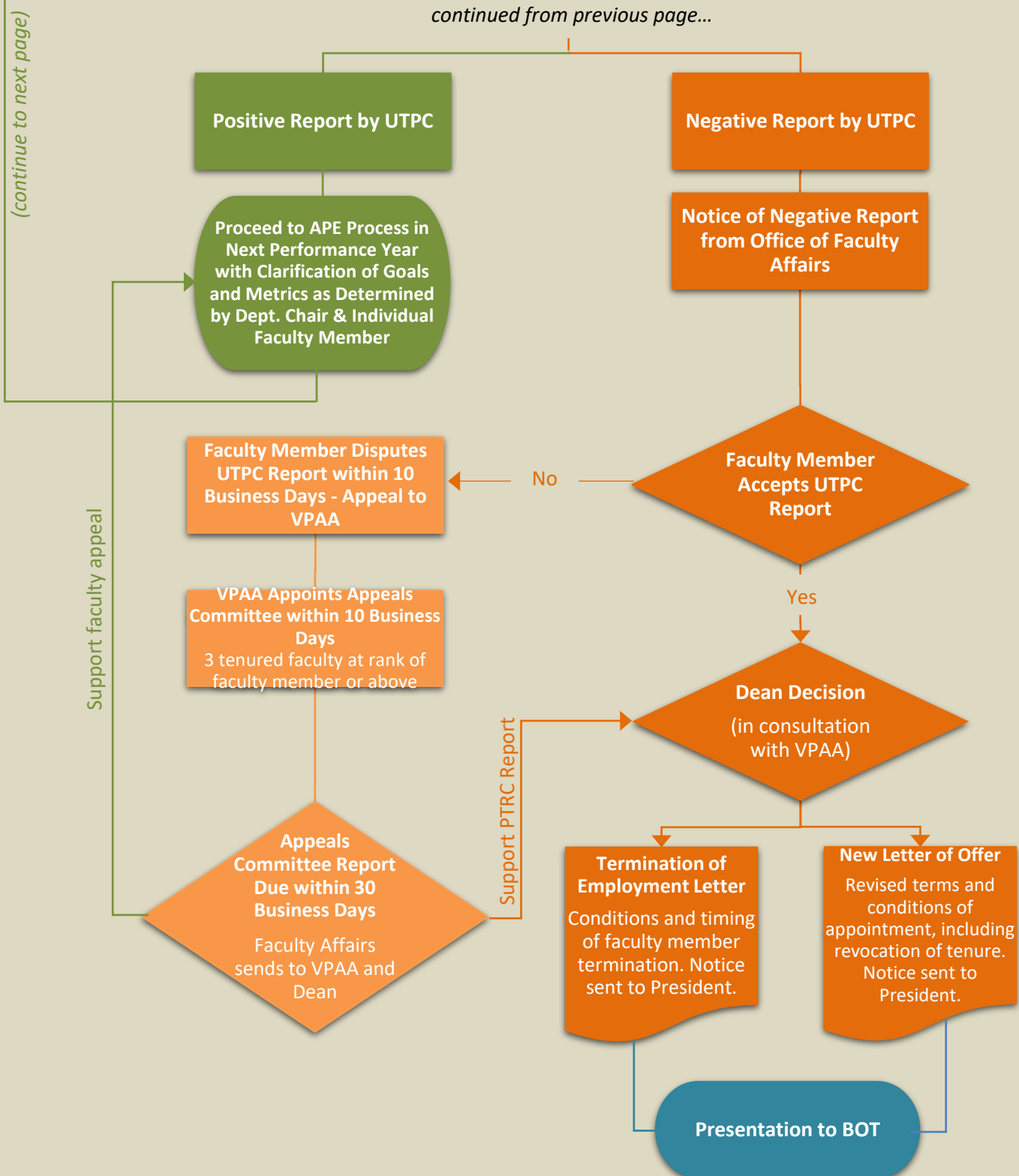
### *Strategic Initiative A*

Examine key administrative processes for consistency, compliance, responsiveness to stakeholders and administrative ease.



\* The tools and metrics for Annual Performance Evaluations, Professional Development Plan (PDPs), Letter of Offers, job descriptions, and teaching evaluations will be developed by the VPAA, College Deans, Department Chairs, and University Faculty Council from June 1, 2021 through February 28, 2022 to promote consistent processes throughout the University.

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## UNIVERSITY TENURE & PROMOTIONS COMMITTEE REVIEW

Post Tenure Review Initiated by Dean in Consultation with Dept. Chair

### VPAA Refers Case to University Tenure & Promotions Committee (UTPC)

- UTPC will form a sub-committee of 3-5 tenured faculty at or above the rank of faculty member under review from among its membership. At least one member must be included from the college of the faculty member under review.
- Faculty member under review may meet with the subcommittee. If the faculty member declines to meet with the sub-committee, this right is waived.

***The UTPC sub-committee will review the following materials:***

#### ***The faculty member under review shall submit:***

- Current curriculum vitae
- Listing of all courses taught over the previous three (3) years
- Summary statement of professional and scholarly activities and accomplishments
- Faculty improvement leave (sabbatical) reports
- Summary of significant administrative accomplishments
- Summary narrative
- Any other materials deemed appropriate by the faculty member

*Failure to submit the above materials constitutes a waiver of the right to do so.*

#### ***The department chair of the faculty member under review shall submit:***

- Letter of Offer(s)
- Annual Performance Evaluations (APEs), including teaching evaluations, for the previous three (3) years
- Professional Development Plan (PDP)

### UTPC Report Shared within Sixty (60) Business Days of Appointment with:

- Faculty member under review
- Department Chair
- Dean or Dean's designee
- Office of Faculty Affairs
- VPAA

## 2021/22 TIMELINE FOR FEEDBACK, REVIEW & APPROVAL

POST-TENURE REVIEW PROCESS	
<b>Jan 28, 2021</b>	President, VPAA, GC
<b>Feb 3, 2021</b>	President, Deans, GC
<b>Feb 9, 2021</b>	President, VPAA, Dept. Chairs, UTPC Chair, General Counsel
<b>Feb 15 – Mar 1, 2021</b>	3 tenure track faculty informational session(s)
<b>March 2021</b>	Circulate for comments to University Faculty Council for April meeting (or special meeting if necessary)
<b>Apr 6, 2021</b>	University Faculty Council review and feedback
<b>Apr 16, 2021</b>	University Bylaws Committee review and recommendation
<b>Apr 23, 2021</b>	VPAA review and recommendation
<b>Apr 26, 2021</b>	Submit materials for BOT review
<b>May 26, 2021</b>	BOT approval
DEVELOPMENT OF TEMPLATES FOR APES, PDPs, AND TEACHING EVALUATIONS TO OPERATIONALIZE PROCESS	
<b>Jun 2021</b>	Begin faculty dialogue on APES, PDPs, and teaching evaluations
<b>Jul – Sep 2021</b>	Meetings with Rootstown-based faculty (NEOMED employed)
<b>Sep – Dec 2021</b>	Circulate for comments to University Faculty Council for December meeting (or special meeting if necessary)
<b>Dec 2021</b>	University Faculty Council review
<b>Dec 2021</b>	VPAA review and approval
<b>Jan 2022</b>	Circulate materials to University (training sessions announced if necessary)
<b>Mar 2022</b>	New APE process begins