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Outside Evaluation Letters for Special Faculty Evaluations

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Senate Executive Committee

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Approved by the Faculty Senate:6/2/2015: Motion passed 15-13.

Not Approved by the Faculty Senate:

Approved by the President:6/3/2015

Not Approved by the President:

Outside Evaluation Letters for Special Faculty Evaluations

Submitted by Pat Humphrey/SEC

5/20/2015

Motion:

Amend Section 205.06 of the Faculty Handbook paragraph B (Faculty input and initiative) to add subparagraph 4 as follows: 4. Each tenured or tenure-track faculty member undergoing either a promotion or tenure review shall submit to his/her chair or unit head the names and contact information of at least three qualified individuals not directly involved in the faculty member's work (i.e., have not been involved as a mentor or close collaborator) who can objectively review the faculty member's portfolio. The individuals should be experts in the faculty member's field and hold an academic appointment at an institution at least similar to Georgia Southern with rank at or above the rank to which the candidate is aspiring. The department chair or chair of the department's Tenure and Promotion Committee shall solicit letters from two of the individuals that address the quality of work performed and readiness of the candidate for promotion and/or tenure. In addition to submitting names for individuals who may be contacted for external review, the faculty member may submit up to three names (and contact information) of individuals who may NOT be contacted by anyone involved in the tenure and/or promotion review. The department chair in association with the Tenure and Promotion Committee chair may also solicit up to two additional letters from any individual not on the forbidden list that he or she may think has background commensurate with carefully evaluating the candidate's portfolio and contributions to the profession.

Rationale:

At least four colleges (CEIT, CLASS, COSM, JPHCOPH) require outside recommendation letters for tenure and promotion, but procedures and the number of required letters vary. This motion seeks to make that more uniform across the entire campus. Further, President Keel

has stated publicly that those outside letters help both him and the Provost in making their decisions, especially in cases where there was division of opinion at lower levels. The proposal has been modified to specify only TT or tenured faculty (not lecturers) and (to eliminate possible vendettas/feuds), the candidate faculty member may specify individuals who may NOT be contacted.

Response:

Minutes: 6/2/2015: Approved after lengthy discussion. – T / P portfolio should have outside letters for evaluation.