

Appendix A: Definition of Effective for TFR Statement and Updating the Composition of the Tenured Faculty Peers Subcommittee (TFPS)

In response to the changes in the Tenured Faculty Review procedures, the Department of Environment, Society, and Sustainability proposed the following definitions of “effective” for Tenured Faculty Reviews.

- **Research:** The candidate has made acceptable contributions in one or more topic areas of research/creative activity. The quality and quantity of research/creative activity reflect a coherent agenda in at least one topic area and suggest that eventual contributions will be substantial and impactful.
- **Teaching:** The candidate has made acceptable contributions in teaching. The candidate shows sufficient progress in the areas of course instruction, curriculum/program development, and/or student advising and mentoring to suggest that the eventual contributions in these areas will be substantial and impactful.
- **Service:** The candidate has made acceptable contributions in service. The candidate shows sufficient commitment to service in at least one area, suggesting that the eventual contributions of the candidate will be substantial and impactful.

In addition, the Department Environment, Society, and Sustainability proposed the following update to the Tenured Faculty Peers Subcommittee (TFPS):

Current TFR Committee Composition

“The review committee shall consist of three faculty members, one appointed by the Departmental Chair, one by the Department faculty, and one by the faculty member. Both tenured and non-tenured faculty shall be represented on the committee. The committee shall select its own chair.”

Proposed TFR Committee Composition (TFPS beginning Spring 2025)

“There is one TFPS to conduct all TFRs for the year. The TFPS membership consists of all tenured faculty members at or above the rank of the reviewed faculty member from within the department.”

These definitions and TFPS composition updates have been reviewed by the Tenure-line faculty of the department.

Approvals:

Yes	No	Abstain
15	0	0

Tenured Faculty Vote

3/19/2025

Date

Philip E. Penn

Department Chair/Director Approval

3/19/2025

Date

Michelle M. Camacho

College Dean Approval

3/21/2025

Date

Jina Rich

Senate Faculty Review Standards Committee Approval

3/21/2025

Date

Sarah Propansky

Cognizant Senior Vice President Approval

3/21/2025

Date