

University of Utah
College of Social Work

Tenured Faculty Review
October 15, 1980

Review of tenured faculty is to be conducted with the understanding that it is designed to be constructive: to help the School and the University better achieve its objectives through constructive career development for individual faculty.

Each tenured faculty member will be reviewed every five years. Each year, beginning in 1981, one-fifth (approximately) of the tenured faculty will be designed for review. These faculty will be designated by the dates on which tenure was awarded, starting with faculty who were awarded tenure at the earliest date and proceeding through the total faculty roster in this manner until each tenured faculty member has been reviewed. This process will then be repeated. The review committee will be composed of two tenured members of the faculty, one appointed by the Dean and the other selected by the person being reviewed. The review committee composition will be reported as an information item to the College Council.

The faculty member being reviewed will take responsibility for updating his or her vita, including a report of assignments at the School, preparing a brief report of plans for the next two years or more, providing reprints of published works, submitting any documentation available to him or her on quality of teaching and quality of service, and entering any other information deemed appropriate for review by colleagues.

The review team, after a thorough study of the file, will meet with the faculty member to discuss career development. The kinds of information sought would include the faculty member's judgement about his or her own progress; difficulties, if any, in meeting academic responsibilities; and an understanding of the faculty members role in different program emphasis in the School; ideas of what if any, steps taken in the School would enhance the faculty members functioning; and what changes, if desired by the faculty member, in career development are planned. The team would have the responsibility, too, of obtaining an assessment of the quality of performance in the areas of teaching, research, and service, with the process for doing so determined by the team. A process which includes obtaining information from individuals outside of the School must be approved by the Dean, known to the affected faculty member, and should not abridge any University policies and procedures.

A written report will be made by the team to the Dean, with a copy going to the person being reviewed. This report should, where appropriate, include any recommendations the team sees fit to make. The Dean will review the report and recommendations with the faculty member. In those instances in which some changes are expected, the Dean and the faculty member will develop a plan of action mutually acceptable. Should, for some reason, this not be possible, then the Dean will call upon the College Council to make a three-person committee to review the entire matter and make advisory recommendations to the Dean. Based upon these

recommendations, a plan of action will be developed by the Dean in consultation with the affected faculty member. In any event, none of the recommendation can be a kind which abridge University policies and procedures with respect to the role and responsibilities to the Dean.