Resolution: Review Order

Whereas, the Faculty Senate, SEC, and Provost have been examining how to maximize the quality and efficiency of the faculty review process, and

Whereas, the current order of reviews requires a 5-month process involving the Peer Group, Dean, Faculty Review Committee, Provost, and President, and

Whereas, the duration of the current process inhibits faculty members and administrators from working on other university initiatives across much of the academic year, and

Whereas, most faculty are concerned with receiving a fair and quality review at all levels within a reasonable time frame, and

Whereas, most faculty and faculty review committees would prefer a decision during the fall semester that could provide peace of mind in the case of a favorable outcome and an extra season for a new job search if the outcome were unfavorable, and

Whereas, plans to expand the number of faculty over the next decade will lead to an increasing number of probationary reviews, and

Whereas, the Faculty Senate has examined a number of faculty review systems employed by other universities for their ability to produce a fair and efficient process, and

Whereas, the Faculty Senate has chosen a parallel review model from a variety of systems used by universities in order to reduce the overall length of time (review process completed during the Fall semester),increase the information feedback to the candidate and primary reviewing body and allow for greater candidate response to the Provost,

Therefore, let it be resolved that the Faculty Senate recommends that CNU adopts a Parallel review model for a trial test during the 2008-2009 academic year, whereby the FRC and Dean would produce independent reviews based on the primary DRC (department) review and dossier. The FRC and Dean would report directly to the Provost, who would provide these reviews to the Candidate and DRC chair for comment (also reported directly back to the Provost).   Diagram below shows the primary review order.

Parallel Review Proposal

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                    │   Provost   │
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              │  Dean  │   │ Faculty Review Committee │
              └────────┘   └──────────────────────────┘
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              │  Dept. Review Committee  │
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              │  Candidate Dossier   │
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