

FS0708ref-6

Referral to the Personnel Committee

Faculty Annual Review Format

The Personnel Committee is requested to review the procedures relative to the attached form entitled "*Format for Confidential Report of Conference Between Department Chair and Faculty Member*" used by faculty members and chairs for the annual review of faculty. The attached format was adopted in April 1991 by the Academic Council. Of particular interest is whether the approved format is currently being used by all academic departments and if/how the forms are to be shared with Deans (which might now be interpreted as Provost/Vice Provost).

It is anticipated that a report be submitted to the Faculty Senate at its June 08 meeting.

Referred by RP&A
6 May 2008

Frank D. Blum, President
Faculty Senate, Missouri S&T

L. Sotiriou-Leventis gave a report on changes made to the format for the Confidential Report Form for annual conference between department chair and faculty member.

A motion to approve the attached form from the Personnel Committee was passed.

A motion to remove 'and as necessary for Post Tenure Review' and add 'and' between Provost, Chancellor was not passed.

(Attachment: "*Format for Confidential Report of Conference Between Department Chair and Faculty Member*")

Format for Confidential Report of Conference Between
Department Chair and Faculty Member

As part of the Faculty Activities Report Program, each department chair must annually, in the spring, prior to the May Commencement, discuss individually with faculty his/her assessment of their contributions. It is required that the department chair specifically comment on each of the following: 1) What were the duties this faculty member was expected to fulfill? 2) What has been performed well? 3) What needs improvement? 4) What objectives are agreed upon for the coming year? 5) The chair's summary of the faculty member's progress toward tenure and/or promotion during the past year when applicable. In addition, if not already covered above, the chair will summarize the primary contributions of the faculty member to the department and/or university during the past year.

Faculty Member's Name: _____ Department: _____

Faculty Member's Rank: _____ Date of Rank: _____

First Faculty Appointment: _____ Tenured: _____

Date of Conference: _____

Chair's Comments:

Chair's Signature: _____ Date: _____

Faculty Member's Comments:

Faculty Member's Signature _____ Date: _____

It is the responsibility of both the faculty member and the chair to ensure that the annual conference, as recorded herein, provides the faculty member with sufficient information to set goals for the following year's performance. The signed original is retained in the faculty member's personnel file in the department. Copies of this document are for chair and faculty member only, but available to Provost, Chancellor, and as necessary for Post Tenure Review.

Adopted at April 25, 1991 Academic Council Meeting. Revised at November 20, 2008 Faculty Senate Meeting.