D B D D Submit this form to the Faculty Senate President

: Action Plan for Faculty not meeting expectations

: Bizabeth Ragan

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(this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate approve the following for inclusion in Chapter 2 of the Faculty Handbook, within

If a tenure-track faculty member's performance does not meet expectations, a specific (or Development Plan) must be created and executed. This plan is developed collaboratively by the faculty member under review, peer reviewer(s), the department chair/school director, and the dean. The faculty member may select a colleague to assist in formulating this plan. The goal of the plan is to address areas

development.

The plan should include: 1. the areas deemed deficient; 2. what actions must be taken to satisfy progress towards tenure; 3. the specific documentation or evidence needed to demonstrate progress; and 4. a clear statement about what consequences follow from this plan. The plan will be drafted and revised as needed until there is mutual agreement between the faculty member and the reviewer(s). If an agreement cannot be reached, the Faculty Development Committee will help the parties reach a consensus.

procedure should include progress reports submitted to the reviewer(s) at least once a year, though shorter intervals may be requested by the faculty member. Departments