II.E

Original

1. Post-Tenure Review

As described in Section V. A. of Board Policy 405.1, every year the performance of every tenured and tenure-track faculty member at the University of Arkansas, Fayetteville, is reviewed and evaluated by their academic unit. When the overall performance of a faculty member during the preceding calendar year is evaluated as unsatisfactory, the faculty member is informed by their department chair/head of this finding. Overall unsatisfactory performance means that the faculty member’s performance as a whole is unsatisfactory, taking into consideration the faculty member’s workload assignment areas (teaching/professional practice, scholarly/creative activity, service) and overall contributions to the academic unit. Overall unsatisfactory performance may be a reflection of unacceptable performance in multiple areas or notably poor performance in one area. Before making a determination of overall unsatisfactory performance, chairs/heads shall consider evidence of relevant, documented efforts and outcomes within the context of the faculty member’s assigned workload.

Proposed

1. Post-Tenure Review

As described in Section V. A. of Board Policy 405.1, every year the performance of every tenured and tenure-track faculty member at the University of Arkansas, Fayetteville, is reviewed and evaluated by their academic unit. When the overall performance of a faculty member during the preceding calendar year is evaluated as unsatisfactory, the faculty member is informed by their department chair/head of this finding. Overall unsatisfactory performance means that the faculty member’s performance is unsatisfactory in at least 50% of the faculty member’s assigned workload (teaching/professional practice, scholarly/creative activity, service) Before making a determination of overall unsatisfactory performance, chairs/heads shall consider evidence of relevant, documented efforts and outcomes within the context of the faculty member’s assigned workload.