

UNIVERSITY OF ARKANSAS AT LITTLE ROCK
Special Faculty Senate Meeting
Friday, November 13, 1998
Old Student Union Building - Room 106
1:00 p.m.

MINUTES

Members Present: Anderson, J., Anderson, S., Baker, Bolton, Chapman, Cheatham, Ford, Harm, Hawk, Levernier, Lindeman, Martin, Moore, Morgans, Mullins, Nelson, Raymond, Runion, Shaikh, Sims, Spillers, Stodola, Thomas, Tschumi, Watts, Wold

Members Absent: Anda, Christy, Connelly, Driskill, Dwyer, Flinn, Foster, Freeman, Fuller, Gitchel, Hathaway, Mansell, O'Neal, Reddy, Rimer, Snelson, Stevenson, Wang, Willis

A special Senate meeting was called for the purpose of considering the Post Tenure Review policy for UALR.

President Runion called the meeting to order and introduced Myra-Taff Watson, the chairperson of the Post-Tenure Review Committee who presented the following motion:

Motion. Tenure Committee. (Recommendation. Majority vote at one meeting.) To accept the Post-Tenure Review policy recommended by the Post-Tenure Review Committee.

There were several comments and friendly amendments to the original document including a comment by Chancellor Hathaway that the final document would be submitted to the UA System counsel to be reviewed for any legal or board policy concerns. The document below is the final, revised version of the policy:

POST-TENURE REVIEW

Post-tenure review is a mechanism to ensure that the university can maintain a faculty capable of fulfilling the university's mission effectively. It should encourage productivity, reward exceptional performance, and offer correction of unsatisfactory performance without changing the rights of faculty as enumerated in the current UALR Faculty Handbook.

Annual review is conducted for all faculty. Criteria, standards and procedures are specified in policies set forth by the trustees, UALR administration, faculty senate, and academic units. The reviews are used for determining salary increases, promotion, tenure, and assisting faculty in professional development. Faculty also have appeal processes as outlined in departmental governance documents and the UALR Faculty Handbook.

Annual reviews for tenured faculty will be used for post-tenure review. Departmental level academic units will define overall unsatisfactory performance for tenured faculty. If a tenured faculty member receives two unsatisfactory reviews in sequence or three such reviews in five years, the faculty member, departmental group charged with peer review, the chair and the dean shall prepare a professional development plan supported by appropriate resources. The plan shall cover up to three years with the possibility of a one-year extension. During the time period of the professional development plan, progress toward successful completion of the

plan will become part of the annual review process for the faculty member.

If a faculty member receives two additional unsatisfactory reviews during the professional development plan period, the department chairperson, with majority vote of the departmental group charged with peer review, and the dean initiate the process for terminating with cause the tenured faculty member as specified in the UALR Faculty Handbook.

This policy takes effect January 1, 2001. The policy will be reviewed by the Tenure Committee and the Faculty Senate in the Spring of 2006.

The motion to accept the Post-Tenure Review policy **Passed**.

President Runion adjourned the meeting.

Minutes submitted by:
David S. Spillers