

EXECUTIVE SUMMARY:

Policy 633 *Faculty Performance Evaluation and Feedback*

Date: March 20, 2024
Sponsor: Wayne Vaught
Steward(s): Kathren Brown
Policy Process: Regular
Policy Action: **Revision**
Policy Office Editor: Cara O’Sullivan
Embedded Attorney: Jeremy Knee

Issues/Concerns (including fiscal, legal, and compliance impact):

The two different due dates for goals and the annual review have been cumbersome for faculty. The timelines in Policies 632 *Assignment and Advancement of Academic Rank* and 637 *Faculty Tenure* no longer align. Additionally, the policy does not give enough direction on what to do when an issue is addressed in the annual review and when and how to enact discipline.

Suggested Changes: We suggest the following: (1) Combine the goals and annual review templates so that there is only one due date; (2) Revise the annual review process to remove self-rating; (3) Change the role of the dean to allow them to approve/recommend new ratings; (4) Change the appeal process to better align with UVU Policy 654 *Faculty Merit Awards*; and (5) Align all timelines with UVU Policies 632 *Assignment Advancement of Academic Rank*, 637 *Faculty Tenure*, and 654 *Faculty Merit Awards*.

Requested Approval from President’s Council: Entrance to Stage 1

Proposed Drafting Committee: Kathren Brown, Nizhone Meza, Cathy Jordan, Daniel Horns, Wioleta Fedeczko, Laurie Toro, Jonathan Allred, and Evelyn Porter

Target Date for Stage 1 Draft to Enter Stage 2: 6/10/2024

Target Date for Board of Trustees Review: 11/28/2024

Projected Timeline: [Leave blank. To be filled in by the Policy Office.]

Stage 1 Entrance				
3/28/2024				