

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

TRANSMITTAL OF FACULTY SENATE LEGISLATION

Faculty Senate legislation is to be submitted to the chancellor to approve or disapprove within ten calendar days after the Assembly review period. The chancellor may approve or disapprove any Faculty Senate legislation within a period from the eleventh through the twenty-fifth calendar day after the Faculty Senate action has been presented to the Assembly, unless the Assembly has been petitioned to amend or rescind the Faculty Senate legislation. In the latter case, the chancellor's approval or disapproval shall be made no later than fifteen calendar days after the Assembly has voted on and failed to approve a motion to amend or rescind a legislative action of the Faculty Senate. The chancellor shall provide written reasons for disapproval to the Faculty Senate.

To the Chancellor of the University of Arkansas at Little Rock:

The following legislation passed the UALR Faculty Senate on January 28, 2022

FS_2022_02 & FS_2022_03 Annual Review (403.3) – Section II Post-tenure Review

Be it resolved to modify the Annual Review policy (403.3) section II as indicated below (underline indicates addition; strikethrough indicates deletion), and

Be it further resolved that the implementation date for these changes to policy will begin in Spring 2023.

Policy 403.3 Annual Review

II. 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 UA Little Rock Faculty Handbook.

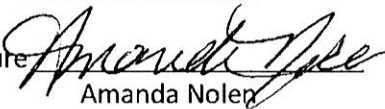
Annual review is conducted for all faculty. Criteria, standards and procedures are specified in policies set forth by the trustees, UALR administration, faculty senate, and academic units. The reviews, as provided for in section I of this policy, are used for determining salary increases, promotion,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

Annual reviews for tenured faculty will be used for post-tenure review. Academic units will define criteria for overall unsatisfactory performance for tenured faculty. ~~If a tenured faculty member receives two unsatisfactory reviews in sequence or three such reviews in five years, If~~

the faculty member is determined to be overall unsatisfactory (see section I. A. 11), the departmental group charged with peer review, the chair and the dean shall prepare a professional development plan supported by appropriate resources. The plan must be developed within 30 days of the final overall evaluation of overall unsatisfactory and must contain measurable objective benchmarks identifying what is necessary to attain meaningful progress and, separately, satisfactory performance. ~~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 the faculty member receives ~~two~~ one additional overall unsatisfactory reviews (see section I. A. 11) during the professional development plan period, and fails to demonstrate meaningful progress in remediating overall performance deficiencies, the department chairperson informed by the recommendation with majority vote of the departmental group charged with peer review, and the dean, may initiates the process for terminating with cause the tenured faculty member as specified in ~~the~~ UA Little Rock policies and UA Board policies Faculty Handbook.

Disseminated to University Assembly January 31, 2022

Faculty Senate President's Signature  Date January 31, 2022
Amanda Nolen

Received in chancellor's office on FEB 23 2022 (date)

Chancellor's Action:
APPROVED Chancellor's Signature  Date 2/23/2022
Christina Drale

DISAPPROVED Chancellor's Signature _____ Date _____
(reasons to be attached) Christina Drale