

DEPARTMENT OF HUMAN ENVIRONMENTAL STUDIES

DEPARTMENTAL PROCEDURES, CRITERIA, STANDARDS AND BYLAWS

Approved January 12, 2012
(Official document prepared by Faculty Personnel Services)

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DEPARTMENT OF HUMAN ENVIRONMENTAL STUDIES

Procedures, Criteria, Standards, and Bylaws

I. PREAMBLE

Policies and procedures for governing the Human Environmental Studies Department were developed in accordance with the Agreement between CMU and the CMU Faculty Association. For items not covered in these Bylaws, reference should be made to the current Agreement or relevant University policies.

II. MISSION STATEMENT

The common mission of all programs in the Department of Human Environmental Studies is to improve the quality of life and well-being of individuals and families. Using an ecological perspective, emphasis is placed on the preparation of individuals with: a) the professional competencies necessary to enable clients (individuals and families) to initiate sustained action toward their envisioned quality of life goals; b) strong bases for success in advanced study or vocations needing multiple skills, and c) an enlightened foundation for making life choices.

III. GUIDING PRINCIPLES FOR GOVERNANCE

The Department of Human Environmental Studies is committed to a philosophy of shared governance. Shared governance is supported by several underlying principles of communication, consultation, and participatory decision-making. The Department is committed to a governance structure that defines the roles and responsibilities of various department staff involved in shared decision-making. Such a system for making decisions is grounded in the conviction that, regardless of outcome, the contributions of all department members are valued and respected. Such shared governance creates an environment of stable expectations and depends on open and sound rationale. This philosophy is guided by the following principles:

1. All department faculty and staff should have an equal opportunity to have their opinions considered in departmental decisions. At the same time, all department faculty and staff should have equal access to information affecting their job performance and the effective functioning of the department.
2. All department faculty and staff should take active responsibility for the governance of the department and for presenting their opinions on all pertinent issues.
3. Decision making, in conjunction with the chair, should be the role of those faculty and staff who are most involved in the issue at hand and who have the most at stake. It demands input from all affected parties, but does not mean that every person in the department votes on every issue.
4. All departmental faculty and staff demonstrate respect for a person during civil discourse.

IV. DEPARTMENT ORGANIZATION

To facilitate the administrative work of the department and to enhance communication across the department, academic programs and the respective faculty and staff are grouped into smaller areas: 1) Design and Merchandising; 2) Foods and Nutrition; and 3) Human Development and Family Studies. Issues such as course offerings, teaching loads, program composition, curricular changes, and personnel recommendations concerning faculty and staff are considered first by area faculty and staff before being forwarded to the Department and Chair for review and final action.

Area Coordinator – Each area is expected to elect a regular tenured, or tenure-track faculty member to represent the Area on the departmental Coordinator’s Council and preside over the Area performing duties such as calling meetings, setting agendas and working collaboratively with the Department Chairperson for relevant Area issues. The Area Coordinator will also serve as a communication conduit for departmental affairs and issues such as informing the department and chair about area recommendations for fixed-term and adjunct faculty, teaching loads, course offerings and schedules, and needed resources. Area Coordinators will serve a two year term. At the last area meeting of the spring semester in which a term expires, each Area will elect an Area Coordinator for the next two academic years. The Area will also elect an alternate to serve in the absence of the Coordinator.

V. DEFINITION OF FACULTY

- A. All regular faculty who carry at least one-half load in teaching or research and the Department Chairperson.
- B. All full-time fixed-term faculty carrying a full load in teaching with advising and having completed two (2) consecutive academic semesters within the Department.
- C. All fixed-term faculty carrying at least one-half load in teaching and having completed two (2) consecutive academic years within the department.

VI. CRITERIA FOR SELECTION OF THE ELECTED STAFF AND FIXED-TERM FACULTY REPRESENTATIVES

The representatives shall be elected from individuals representing each of the following areas:

- 1. Child Development and Learning Laboratory (CDLL) P&A personnel
- 2. Other department P&A personnel
- 3. Office Professional personnel
- 4. Full and Part-time fixed-term faculty

Eligible representatives will have completed two (2) consecutive academic years within the department. Each representative will serve a one (1) year term. Elections by secret ballot shall take place prior to October 1 of each academic year. Elected members are charged with soliciting and accurately representing the voice of their constituents.

VII. QUALIFICATION FOR VOTING

- A. On departmental actions, except those related to personnel:
 - 1. All faculty as defined in IV above.
 - 2. P&A personnel having completed two (2) consecutive academic years within the department.
- B. On personnel recommendations, except those for the chairperson, the voting faculty shall include:
 - 1. All regular faculty who carry at least one-half load in teaching or research, and the Department Chairperson.
- C. On personnel recommendations for the Chairperson, the voting persons shall include:
 - 1. All regular faculty and full-time fixed-term faculty as defined in V.A.&B. above, and the Chairperson (unless he/she is being considered for the position).
 - 2. The elected staff and fixed-term faculty representatives (see Section V).
- D. See Section X.D.4. for P&A personnel and fixed-term faculty involvement in area personnel recommendations.
- E. Voting also is governed by the conflict of interest statement located in the Agreement.
- F. Unless otherwise stated, all qualifications for voting at the departmental level are the same at the area level.

VIII. DEPARTMENTAL MEETINGS

- A. Regular Meetings
 - 1. Regular meetings shall be held at least once per month during the Fall and Spring semesters. Regular meetings are called and presided over by the Department Chairperson.
 - 2. All regular faculty, full-time fixed-term, and P&A personnel are expected to attend regular meetings.
- B. Special Meetings
 - 1. Special meetings may be called by the Department Chairperson, by the Chairperson of a standing committee, or by a request of 25 percent or more regular faculty members.
 - 2. All regular faculty, full-time fixed-term, and P&A personnel are expected to attend special meetings.

3. If the Department Chairperson is calling the special meeting, and is unable to attend and has not appointed a chairperson pro-tem, or if the chairperson pro-tem is absent, the faculty and P&A personnel will elect a chairperson pro-tem who is a regular full-time faculty member for the special meeting.

C. Notice of Meetings, Agenda Items, and Minutes

1. All faculty and P&A personnel shall be notified of regular meetings at least two days in advance. Notices shall be e-mailed to all faculty and staff via departmental listserv. Each notice shall incorporate, or be accompanied by, an agenda. All faculty and P&A personnel may request that items be placed on the agenda.
2. Faculty and P&A personnel shall be notified orally or via e-mail of special meetings.
3. Except in extenuating circumstances, minutes of the meeting shall be distributed prior to the next meeting.

IX. PERSONNEL RECOMMENDATIONS

- A. Personnel recommendations include, but are not limited to, the following: 1) departmental recommendations for tenure, promotion (to include Professor Salary Adjustment), sabbatical leaves, delay of tenure consideration, leaves of absence without salary, and reappointment of regular faculty; 2) initial appointment of regular faculty; 3) election of departmental members to Personnel and Search committees and formal evaluation of the Department Chairperson; 4) appointment and subsequent appointment of fixed-term faculty to the extent these appointments are not governed by another Collective Bargaining Agreement; 5) reallocation of additional FTE; 6) position reduction of regular faculty; 7) changes to the Bylaws Personnel Recommendations pertaining to regular faculty.
- B. In the event a personnel recommendation is delayed into the summer, an attempt will be made to contact all faculty directly affected by the recommendation (see Section VII.B.).
- C. Qualifications for Voting on Departmental Personnel Recommendations, except those for the chairperson (see Section VII.B.).
 1. The quorum (including the absentee ballots) consists of two-thirds of faculty who are eligible to vote on personnel recommendations (see Section VII.B.).
 2. Personnel recommendations require a two-thirds vote of the eligible voting faculty, excluding the candidate, who are present or have submitted an absentee ballot, to carry the question (see Section VII.B.).
- D. All regular faculty and full-time fixed-term faculty are expected to attend departmental meetings; however, if for compelling reasons an individual must be absent from the department meeting at which a personnel recommendation is to be made, then an absentee ballot may be given to the Chairperson of the Personnel Committee prior to the meeting and the absent member is counted in the quorum. Regular faculty and full-time fixed-term faculty on leave without salary and sabbatical leave are also eligible to cast an absentee ballot, if unable to be in attendance. If the motion for which the absentee ballot is submitted is changed, the ballot is “disallowed”.

X. PROCEDURES FOR DETERMINING PERSONNEL RECOMMENDATIONS

A. Initiating Personnel Committee Action for Regular Faculty

1. Faculty shall consult the reappointment, tenure, and promotion calendar of the current Agreement regarding deadlines for initiating personnel actions. Each faculty member has an individual, contractual responsibility to initiate personnel requests for reappointment, tenure, and promotion.
2. Promotion requests are initiated by a letter submitted to the Personnel Committee Chairperson and copied to the Department Chairperson at least 35 days prior to the deadline for submission to the dean.

B. Request for Leave

Leave requests should be submitted to the Personnel Committee Chairperson and Department Chairperson at the earliest possible time, since the granting of such shall in part be contingent upon the exigencies of the Department. Leaves are granted in accordance with the current Agreement and the Personnel Procedures in the Departmental Bylaws.

C. Request to Delay Tenure Consideration

At the expressed request of the regular faculty member, additional non-tenured appointments may be granted. Extensions may only be requested in one year increments with the maximum of two years only when consistent with the needs of the University and the professional development of the regular faculty member. Requests for extensions must be submitted by the first day of the Fall semester. The regular faculty member requesting an extension must submit a rationale, a specific and detailed plan for professional development, and reappointment materials (see Section X.D.1. and the current Agreement). Eligible voting regular faculty representing the candidate's area shall submit five copies of a written statement for support or denial, including any stipulations, for the requested extension to the Personnel Committee Chairperson, via e-mail attachment, within seven working days of the submission of the materials. The Personnel Committee shall meet within 14 working days from initial submission of materials to consider the request for extension. The Personnel Committee shall follow all guidelines as set out in Section X.D.3.-12. The candidate's regular reappointment review will take place as scheduled. Candidates are responsible for submitting reappointment materials according to the calendar specified in these Procedures and in the collective bargaining Agreement (see Section X.A.1.).

D. Procedure for Reappointment, Tenure, Promotion and Professor Salary Adjustment

1. Open review of TPR and comment upon candidate's materials by regular faculty colleagues is encouraged before the deadline for submission of any materials for personnel action. The candidate shall place one copy of the narrative statement (see College and Departmental TPR guidelines), vita, and support materials in the departmental office for review by regular faculty (see Section VII.B.) at least 30 days prior to the deadline for submission to the dean. The narrative explains how and to what extent the candidate has or has not met the criteria and standards established by the department and in the CMU/CMUFA Agreement.

2. Voting regular faculty representing the candidate's area shall submit, via e-mail attachment, a written statement of recommendations and stipulations—if any—to the Personnel Committee Chairperson at least 20 days prior to the deadline for submission to the dean (see Section VII.B.). These recommendations and stipulations, if any, should be based upon the future needs of the area and the Department, including needs as defined in the appropriate departmental and institutional documents (see the Agreement), and whether or not the candidate has met the criteria and standards for reappointment, tenure, promotion, and professor salary adjustment. The recommendations shall be developed by the area minus the candidate; the stipulations, if any, shall be constructed by the same committee in conjunction with the candidate. Area recommendations shall be submitted directly to the Personnel Committee Chairperson. Notification of all personnel recommendations, to the candidate, will be made by the Personnel Committee Chairperson not later than the time the department forwards its recommendation to the Dean.
3. In the event that a candidate is from an area in which there are fewer than three voting regular faculty, (see Section VII.B.), excluding the candidate, the Personnel Committee shall appoint up to three voting faculty – as needed, to constitute a committee of three to review the candidate's performance, construct and submit recommendations and stipulations, if any, to the Personnel Committee. The recommendations shall be developed by the committee minus the candidate; the stipulations, if any, shall be constructed by the same committee in conjunction with the candidate. If at all possible, this committee will remain intact for the duration of the non-tenured status of the candidate.
4. P&A personnel and Fixed-term Faculty who have input to share about a candidate undergoing personnel review may do so upon request made to the Area Coordinator. The P&A personnel or Fixed-term Faculty member will meet directly with the Area regular faculty during the personnel deliberation. The P&A personnel or Fixed-Term Faculty member will be excused from the meeting when general deliberations resume.
5. The Departmental Chairperson's comments shall be shared during discussions at the Personnel Committee meeting. This shall include an assessment of future departmental needs. One copy of all previous Personnel Committee recommendations, sent to the dean, will be prepared for Personnel Committee review.
6. Voting regular faculty (Section VII.B. excluding the candidate) may submit, via email attachment, a statement, in accordance with the criteria and standards of Appendix A (Criteria and Standards for Tenure, Promotion and Reappointment), to the Personnel Committee Chairperson 12 days prior to the deadline for submission to the dean. A digital signature and date must be included. The Personnel Committee Chairperson shall compile these into a list of statements omitting the names and distribute a copy to each committee member at the personnel deliberation.
7. The Personnel Committee Chairperson shall distribute to committee members the candidate's narrative statement and the area statement, via e-mail attachment, and

direct them to review Appendix A, ten (10) days prior to the deadline for submission to the dean's office.

8. In the Personnel Committee meeting, a motion for the personnel request shall be made and discussed. At least a two-thirds majority vote of all committee members is needed to carry the motion. The voting shall be done by secret ballot. A tally of the ballots will be recorded in the Personnel Committee minutes. A summary of the ballots, verified by the Department Chair and the Personnel Committee Chair, will be retained by the Department Chair until appeal periods have expired.
9. The Personnel Committee shall prepare a written recommendation, which shall include a statement of the stipulations in each of the areas of evaluation, a statement of the existing standards in each of the areas of evaluation, and a statement explaining how the candidate has and/or has not met these standards, after consideration of all submitted materials (see current Agreement). If there are any changes in the stipulations, other than editorial, the candidate shall be consulted prior to submission to the dean. Any disagreements or concerns about the revised stipulations shall be considered by the Personnel Committee prior to submission to the dean.
10. All written recommendations from the area and other voting regular faculty shall be destroyed by the Personnel Committee Chairperson prior to adjournment of the Personnel Committee meeting.
11. One copy of the Committee's recommendation shall be retained in the department personnel file, and one copy, along with appropriate support materials, sent to the dean's office. Notification of the Committee recommendation shall be sent to the candidate no later than one week following the date of the departmental submission to the dean. The Personnel Committee Chairperson shall report at the next departmental meeting whether the motion carried. These announcements shall be published in the departmental minutes.
12. When disputes arise, individual regular faculty members may seek redress of grievances according to procedures found in the current Agreement.

E. Procedure for Fixed-term Faculty Appointments

1. Procedures for the initial appointment, or subsequent appointment, of a fixed-term faculty shall adhere at all times to university policy and practice and any Agreement in place.
2. The Department Chairperson shall make all recommendations for appointment of fixed-term faculty. Prior to submitting recommendations to the dean, the Chairperson shall:
 - a. Determine the need for fixed-term faculty, specific work expectations and/or conditions of appointments (e.g., alternate appointments), through consultation with each area of the Department.
 - b. Seek out eligible candidates for the available fixed-term faculty positions, in accordance with university processes.

- c. Request for credentials may include the following:
 - (1) Professional resume (including a minimum of educational preparation, relevant work experience, and professional memberships).
 - (2) Official transcripts (a listing of all graduate courses and relevant undergraduate courses taken).
 - (3) Evidence of teaching effectiveness – a listing of courses taught, when and where taught, and evidence of teaching ability (letters of recommendation, student ratings, students’ written comments, and/or other forms of evidence deemed relevant by the candidate).
 - (4) Additional materials as requested by the Chairperson.
- d. Submit to the appropriate area(s) when possible, the candidates’ credentials. The area(s) shall review and submit a recommendation relative to appointment to the Department Chairperson.
- e. Make a final decision for the department concerning the appointment and submit a recommendation to the dean.

F. Procedure for the Evaluation of Fixed-term Faculty

Regular review of all fixed-term faculty and recommendations for promotion from Lecturer I to Lecturer II shall be conducted in accordance with the UTF Agreement. Fixed-term faculty excluded from the UTF will follow the same procedures. At the time of an initial appointment all fixed-term faculty will receive a copy of the department’s evaluation guidelines from the Department Chairperson.

- 1. All evaluations shall be conducted by the respective area in which fixed-term faculty are located. Should a candidate teach in more than one area, each area shall conduct its own evaluation and submit an independent recommendation to the Department Chair.
- 2. All evaluations shall occur during the spring semester. All faculty to be evaluated shall submit her/his materials to the area coordinator by the end of the sixth week of the semester. However, fixed-term faculty with an initial appointment during the spring semester shall submit materials for evaluation to the area coordinator at least one month prior to the next anticipated semester of employment.

Teaching effectiveness is the primary criterion for all evaluations of fixed-term faculty. It is the responsibility of the fixed-term faculty to supply:

- 1. Current Vita.
- 2. Teaching syllabi for all courses taught since the last evaluation or initial appointment.

3. Student Opinion Surveys which also must include qualitative evaluation comments from students. For faculty in their first semester of appointment, and for which no SOS data are yet available, the results of a mid-term evaluation may be substituted.
4. A brief narrative discussing materials provided may be included at the discretion of the faculty member.
5. Grade Distribution Data for the courses taught during the review period. Official CMU grade distribution reports shall be provided when available; when not available the faculty shall provide their own grade distribution data.
6. Any other materials that faculty wish to be included as part of the evaluation (e.g., course assignment guidelines or examples, classroom observation reports).

The review shall be conducted by the end of the tenth week of the spring semester with a recommendation submitted to the Department chairperson in support of possible subsequent reappointment, depending upon need, or denial of subsequent appointment. When required, a final recommendation will be forwarded to the Dean by the Department Chairperson.

Recommendations for promotion of Lecturer I to Lecturer II will follow the same review schedule and the same materials will be submitted (see F.2.).

G. Procedure for Requesting New Personnel

1. The Department Chair may request new personnel from the dean according to university procedures.
2. FTE Available Due to Retirement or Resignation. If a regular or full-time fixed-term faculty member resigns or retires, the department must obtain the approval of the Dean and the Provost to recruit to fill the position. Requests for faculty replacements should follow university procedures.

H. Procedure for Position Reduction of Regular Faculty Appointments

Nothing herein shall be inconsistent with provisions of the Agreement. When direction to reduce departmental FTE is received from the administration, the Department Chairperson shall call a special department meeting at which time each area will make a presentation which documents the rationale for reducing or not reducing FTE from their respective area. Guidelines for items which may be included in the presentation can be found in Appendix E. Following the presentation from each area, the Department Chairperson may present any additional information deemed necessary for making an informed recommendation to the Dean. Following all presentations, each area will be directed to meet individually to discuss the information presented. At a subsequent meeting, one ballot per area will be cast for the area(s) that should have their FTE reduced. In the event that no area receives a majority of the votes for FTE reduction, the Department Chairperson will cast the deciding ballot and provide a brief rationale.

I. Procedure for Assigning Summer, Off-Campus, and Distance Delivered Teaching Positions

When a summer, off-campus, or distance delivered teaching assignment needs to be filled, the Department Chairperson will consult with the area in which the course is housed. If

more than one regular faculty member wishes to teach, a rotational system, as determined by the area, will be implemented. The final decisions as to who teaches will be the decision of the Department Chair with approval of the Dean, based on guidelines set forth in the Agreement and on regular faculty productivity. If no member of the regular faculty wishes to teach an off-campus and/or distance delivered class, then ProfEd will send the credentials of acceptable candidates to the Department. These will be reviewed and evaluated as to acceptability by the regular faculty in the area from which the course is housed, with final approval by the Department Chairperson.

J. Procedure for Sabbatical Leave Request

1. Regular faculty intending to apply for sabbatical leave must inform the Department Chairperson, in writing, by the last week of the Spring semester prior to when the proposal will be submitted. Sabbatical leave requests and proposals must be submitted to the Department Chairperson by the Monday prior to the first day of classes of the Fall semester. The Department Chairperson will then notify the personnel committee of the proposal submission.

Proposal Format

The “Sabbatical Leave Administrative Rules and Procedures” are available at the Faculty Personnel Services website (www.fps.cmich.edu). The proposal should also include the following items when submitted to the Department Chairperson:

- a. Curriculum Vita;
 - b. Student Opinion Survey (S.O.S.) since the last personnel decision;
 - c. One copy of the sabbatical leave proposal; and
 - d. One copy of the previous sabbatical final report and subsequent outcomes if applicable.
2. Voting regular faculty representing the candidate’s area must meet to review sabbatical materials at least two (2) weeks prior to the Personnel Committee meeting in order to accommodate the revisionary period (see X.J.7.).
 3. Voting regular faculty representing the candidate’s area shall submit to the Personnel Committee, at least 12 days prior to the deadline for submission to the dean, a written statement, via e-mail attachment, evaluating the sabbatical leave request proposal. The written statement shall address:
 - a. The quality of the proposal, its probable value to the professional development of the individual, and the contribution to the University and students;
 - b. Evidence which exhibits sound preliminary planning of the project and ability to complete the project;

- c. Past record of teaching effectiveness, scholarly and creative activity, professional development and service to the University, research, teaching, and other scholarly activity including any prior sabbatical outcomes;
 - d. Potential value of the completed project to the University, the applicant's college, professional area, and students;
 - e. The years of service applicable toward the leave; and
 - f. Impact on department programs.
4. Next, materials submitted to the Dean may reflect any changes suggested by the Area or Personnel Committee.
 5. The Personnel Committee Chairperson shall distribute to committee members, via e-mail attachment, the area's written recommendation, and the candidate's sabbatical proposal, and direct them to review the materials prior to the personnel deliberation.
 6. If the proposal is denied, the candidate will be given a written explanation indicating the reason(s) for denial. Where revisions are suggested, the candidate will be given up to two (2) weeks to resubmit the proposal to the Personnel Committee as appropriate.

XI. PROCEDURES FOR EVALUATION OF DEPARTMENT CHAIRPERSON

A. Informal Evaluation

1. By the end of the 8th week of the Fall semester (2nd year of appointment for new or Interim Department Chairperson), the Department Chairperson shall submit one hard copy and one electronic copy of a summary of administrative achievements/accomplishments since the last year's evaluation to the Personnel Committee Chairperson. A copy will be made available for regular faculty, full-time fixed-term faculty, P&A and OP personnel to review.
2. During the 9th week of the Fall semester the Personnel Committee Chairperson shall distribute copies of the Rating Sheet and any other evaluation material(s) chosen by the Chairperson (see Appendix D) to all regular faculty, full-time fixed-term faculty, P&A and OP personnel and instruct them to return the evaluation materials and any typewritten comments to the Personnel Committee Chairperson within one (1) week. The Personnel Committee Chairperson is charged with insuring the anonymity of the evaluators. The Personnel Committee Chairperson shall compile these into a list of statements and distribute a copy to each committee member at the Personnel Committee meeting.
3. Within two (2) weeks of receipt of the evaluation materials, the Personnel Committee shall prepare a summary statement of all evaluation materials. A department meeting will be convened, chaired by the Chairperson of the Personnel Committee, to present copies of the summary statement to the regular faculty, full-time fixed-term faculty, P&A and OP personnel for discussion and approval. The Department Chairperson shall be excused from this meeting. A comparison with the previous year's evaluation shall be provided. The statement shall be voted on by

secret ballot by those persons eligible to vote (see Section VII.C.). A tally of the ballots will be recorded in the Department minutes. Ballots will be retained by Personnel Committee Chair until appeal periods have expired.

4. The summary statement and the evaluation materials shall be presented to the Department Chairperson within one (1) week of the statement's approval. A copy of the statement and evaluation materials summary shall be forwarded to the Dean, and a copy will be placed in the Department Chairperson's Personnel file.

B. Formal Evaluation

1. If the incumbent desires to be considered for a subsequent appointment, the department shall evaluate the incumbent in the fall semester of the final year of appointment. The incumbent shall notify in writing the Personnel Committee Chairperson with respect to his/her intent to seek a subsequent appointment and the desired term of such reappointment by the end of the first (1st) week of classes. By the end of the fifth (5th) week of the semester the Department Chairperson shall submit one hard copy and one electronic copy of a summary of administrative achievements/accomplishments for the previous term of appointment to the Personnel Committee Chairperson. A copy will be made available for regular faculty, full-time fixed-term, P&A and OP personnel review.
2. If the incumbent does not desire to be considered for a subsequent appointment, the department shall conduct an Informal Evaluation according to procedures outlined in Section XI.A.
3. The procedures for formal evaluation of the incumbent are as follows:
 - a. During the sixth (6th) week of the Fall semester the Personnel Committee Chairperson shall distribute copies of the rating sheet (see Appendix D) to all faculty, P&A and OP personnel. The rating sheets and typewritten comments shall be returned to the Personnel Committee Chairperson within one (1) week. Both the rating sheet and typewritten comments shall be signed and dated. The Personnel Committee Chairperson shall compile these into a list of statements omitting names and distribute a copy to each committee member.
 - b. Within two (2) weeks of receipt of the rating sheets, the Personnel Committee shall numerically summarize the objective portion of the rating sheet. A summary statement based upon the numerical data and written comments made by regular faculty, full-time fixed-term faculty, P&A and OP personnel will be prepared. A department meeting will be convened, chaired by the Chairperson of the Personnel Committee, to present copies of the summary statement to the regular faculty, full-time fixed-term faculty, P&A and OP personnel for discussion and approval. The Department Chairperson shall be excused from this meeting. A comparison with the previous year's evaluation shall be provided. The statement shall be voted on by secret ballot by those persons eligible to vote (see Section VII.C.). A tally of the ballots will be recorded in the Personnel Committee minutes. Ballots will be retained by Personnel Committee Chair until appeal periods have expired.

- c. A motion to recommend a subsequent appointment and the term of that appointment shall be made and discussed by the regular faculty, full-time fixed-term faculty, P&A and OP personnel. The Personnel Committee Chairperson shall announce the number of affirmative ballots required to carry the question and shall name those persons eligible to vote (see Section VII.C.). The voting shall be done by secret ballot. The Personnel Committee shall count the ballots and announce whether the motion passed or failed. The ballots then shall be retained by the Personnel Committee Chair until appeal periods have expired. The same announcement shall be published in the department minutes.
- d. The departmental recommendation, the summary statement, the numerical data from the rating sheets, and the written comments from the rating sheets shall be presented to the Department Chairperson within one (1) week of the statement's approval. The Personnel Committee Chairperson shall present the same materials to the Dean no later than three (3) weeks following the statement's approval. A copy of the statement and the rating summary shall be retained by the Personnel Committee Chairperson.
- e. The Department Chairperson may appeal by notifying the Personnel Committee Chairperson within five (5) days of receipt of the departmental recommendation. The Personnel Committee Chairperson shall assemble the regular faculty, full-time fixed-term faculty, P&A and OP personnel to review the appeal and to formulate an appropriate response.

XII. DEPARTMENTAL COMMITTEES

All departmental committees shall be composed of individuals representing the three areas of the department.

- 1) Design and Merchandising
- 2) Foods and Nutrition
- 3) Human Development and Family Studies

Each member will serve three (3) years with the terms of office staggered so that one member is replaced each year. However, all ad-hoc committees, including those not listed here, may have different terms of office. Elections shall take place prior to October 1 of each academic year. Each committee shall be responsible for establishing a process for taking minutes at each meeting held. These minutes shall be retained for an appropriate amount of time, submitted to the HEV office, and made available to the Dean upon request.

A. Personnel Committee

1. The Personnel Committee shall be composed of the Department Chairperson and four tenured faculty members who are elected by the voting regular faculty (see Section VII.B.).
2. The Personnel Committee is responsible for reviewing and submitting all reappointment, tenure, promotion, and professor salary adjustment recommendations to the Department Chair, as well as those concerning request for extension of

probationary years toward tenure, leaves of absence, sabbatical leaves, and the formal or annual informal evaluation of the Chairperson or interim, in accordance with the current department bylaws and Agreement. When a personnel recommendation is to be made involving a member of the Personnel Committee, an alternate eligible regular faculty member shall be elected by the voting regular faculty to serve during this period (see Section VII.B.).

B. Search Committees for Regular and Full-Time Fixed-term Faculty

1. A Search Committee shall be formed at the Area meeting for each regular and full-time fixed-term faculty (excluding Department Chairperson) position and shall consist of at least four persons including: the Department Chairperson as an ex-officio member, at least three regular full-time faculty of the area in which the search is being conducted, and additional members as needed. Full and Part-time fixed-term faculty and P&A personnel who have completed two consecutive academic years of service to the department may serve as additional members of the Search Committee and are eligible to vote on Search Committee recommendations.
2. The Department Chair will advise the department when faculty positions have been approved. Searches for faculty positions will be conducted in compliance with procedures available at www.fps.cmich.edu, as well as other college guidelines available in the office of the Department or Dean or on the EHS website (<http://www.cmich.edu/ehs/>).
3. The Search Committee is charged with developing the criteria for the position, preparing vacancy notices and advertisements and submitting them for approval by the Dean and Faculty Personnel Services. The Search Committee will also screen and interview the approved applicants.
4. Files of all applicants shall be available for faculty review. The Search Committee shall consider views of available faculty.

C. Search Committee for Department Chairperson

1. The committee shall be composed of at least four members, representing all areas, including at least one non-tenured faculty member and additional members as needed. Fixed-term faculty, P&A and OP personnel who have completed two consecutive academic years of service to the department may serve as additional members of the Search Committee and are eligible to vote on Search Committee recommendations.
2. The Search Committee will follow the “College of Education and Human Services Recruitment Guidelines” which may be obtained from the Department or Dean’s Office or on the EHS website (<http://www.cmich.edu/ehs/>). The committee is charged with developing the criteria for the position, as approved by the Dean, FPS, and The Office of Civil Rights and Institutional Equity, preparing vacancy notices and advertisements, and submitting them for approval by the faculty. Resumes, letters of recommendation and other supporting materials concerning the applicants shall be available for review by all faculty, P&A and OP personnel. Additional information from references may be solicited by the committee in accordance with College and University procedures and presented to the Department. After the

initial screening and before the applicants are selected for an on-campus interview, the Committee shall present their recommendations to the Department. Following on-campus interviews, the Committee shall present to the Department the list of final applicants for consideration. The candidate to be recommended to the Dean will be determined by those eligible to vote. Voting on each applicant shall be by secret ballot with two-thirds required to carry the question (see Section VII.C.).

3. The Search Committee Chairperson shall submit appointment recommendations to the Dean for approval.

D. Search Committee for Interim Department Chairperson

1. The committee shall be composed of the area coordinators. The committee is charged with developing the criteria for the position, preparing vacancy notices, advertisements, setting the deadline for submission of candidate's application materials, and submitting them for approval by the Department. The application materials should include a professional resume and brief statements of administrative and educational philosophy. The application materials shall be available for review by all faculty, P&A and OP personnel. Additional information may be solicited by the committee in accordance with College and University procedures and presented to the Department.
2. Voting on each applicant shall be by secret ballot with two-thirds required to carry the question (see Section VII.C.). The Search Committee will be responsible for counting the ballots.
3. The Search Committee Chairperson shall submit appointment recommendation to the Dean for approval.

E. Bylaws Committee

1. The Bylaws Committee shall consist of three (3) regular faculty members elected by the department.
2. The Bylaws Committee annually shall review and make recommendations regarding revisions of the Bylaws. The Agreement must be considered in this review.

F. Curriculum Committee

1. The Curriculum Committee shall consist of one representative from each area of the department, the Department Chairperson (ex-officio), and the department representative to the EHS Curriculum Committee (ex-officio, unless one is also serving as the area representative), nominated by the department areas and appointed by the Department Chairperson.
2. At the first area meeting of each academic year (Fall semester) each area shall select a member of their group to serve as a representative to the Curriculum Committee.
3. The functions of the Curriculum Committee are to: (a) review departmental curricula and make recommendations to the department concerning curricula changes, (b) make decisions on curricula changes initiated by the departmental areas, (c) respond

to official inquiries from University offices, departments, committees, etc., and (d) be responsible for making editorial changes to the Bulletin.

XIII. BYLAWS

Revisions and Amending Process

1. The draft document shall be distributed to faculty and P&A personnel.
2. Faculty and P&A personnel shall have a minimum of five (5) class days to review the draft document.
3. Faculty members and P&A personnel may present written proposed changes to the draft document to the Bylaws Committee. Copies of the proposed changes are to be distributed to the faculty and P&A personnel at least two days prior to the meeting at which they are to be voted on. However, only regular faculty may submit proposals regarding matters related to regular faculty personnel recommendations; or other terms and conditions within the Faculty Association Agreement.
4. Substantive changes are to be ratified by a simple majority of the voting faculty and P&A personnel (see Section VII. for voting guidelines for personnel and chairperson bylaws changes).
5. The revised draft document shall be reviewed for a minimum of five (5) class days prior to ratification vote.
6. The final document shall be approved by a simple majority of the voting faculty and P&A personnel (See Section VII.A.).

XIV. ROBERT'S RULES OF ORDER

Robert's Rules of Order shall be used to determine questions of procedure not specifically covered in these bylaws.

APPENDIX A

Criteria and Standards for Tenure, Promotion and Reappointment

The criteria and standards to be applied in reviewing and making recommendations and/or decisions on applications for tenure, promotion, and reappointment are those specified in the CMU/FA Agreement and the departmental bylaws, of which Appendix A is a part. The indicators used to meet the standards are intended to be used as guidelines for review of an individual's application for reappointment, tenure and/or promotion. It is recognized that these guidelines are not all-inclusive and that other indicators of achievement may be used to supplement the indicators listed. It is the responsibility of the individual faculty member to 1) initiate all personnel requests in accordance with the Agreement, 2) demonstrate achievement by documentation of accomplishments; and 3) justify how one's work meets the standards within the department bylaws. It is the responsibility of the faculty in the area and the Personnel Committee to evaluate these accomplishments and justifications for how they meet the standards in light of the documentation provided.

In accordance with the current CMU/FA Agreement, reappointment and tenure decisions will also be based upon the individual's promise, and the future needs of the University. It is assumed that both the candidate and faculty members evaluating candidates' materials will work cooperatively and adhere to professional ethics. If any provision in this document is inconsistent with those in the collective bargaining agreement, university policies, appropriate accrediting or certification standards, or state and federal law or regulations, such inconsistent provision shall be null and void.

Bylaw Standards

Under each of the specified Criteria (Teaching Effectiveness, Scholarly and Creative Endeavors, and Service) the Bylaws contained herein reflect standards of performance representing a base performance level, and two categories of activities – Categories A and B. These two categories are not exclusive in their comprehensiveness nor in their depiction of significant achievement. Rather the categories attempt to suggest the kinds of items that represent the highest quality and significant achievement (Category A) and items that are valued and meet the spirit of the criterion but may not be regarded as meeting the same level of significant achievement (Category B). To be clear, simply achieving any suggested Category A or B activity does not guarantee that it will be recognized by the area or Personnel Committee as a significant accomplishment and counted as such. The individual is responsible to document how any accomplishment meets the Bylaws standards and significance.

These Bylaws specify combinations of Category A and B items as minimal standards to meet particular TPR decisions as indicated. Although documentation may be appropriate for all claims of achievement, faculty members have a special responsibility to document and justify Category A level claims of achievement.

Under the Agreement, faculty are able to apply for an early tenure and/or promotion decision provided they demonstrate extraordinary achievement, which is defined in this Appendix.

Reappointment

The focus of reappointment is on the candidate's progress toward personal goals and fit with departmental objectives so that an ongoing judgment can be made as to the potential the candidate has to become a viable, active member of the Department, the College, and the University. All documented activities to be reviewed for reappointment must have occurred since being hired at Central Michigan University or as otherwise documented in the individual's letter of appointment.

Further, activities should be presented as a cumulative summary in the submitted narrative statement with activities occurring since the last personnel review clearly delineated from the cumulative record. It is the burden of the candidate to document achievements and the extent to which they meet the departmental standards.

For the 3rd reappointment the candidate must demonstrate the successful completion of significant achievement in at least 2 Category A activities or 1 Category A and 2 Category B activities in two of three criteria (Teaching Effectiveness, Scholarly and Creative Endeavors, and Service. For all reappointments, progress must be demonstrated across all categories (teaching, scholarly/creative activity, and service) using the definition found in this Appendix.

Tenure

The grant of tenure is one of the most significant acts of the university. The decision follows and is based on two complementary judgments: 1) achievements and promise of the candidate, and 2) the future needs of the University. To be considered for tenure at all ranks one must meet the criteria and standards that follow in this appendix. With three exceptions (senior university officers requesting tenure and individuals requesting tenure at the professor and associate professor ranks), these activities must have occurred since being hired at Central Michigan University. In cases of senior university officers requesting tenure, the procedures will be determined by the departmental Personnel Committee. For tenure of a faculty member hired at the associate or professor rank, accomplishments in teaching, research, and service completed prior to being hired at Central Michigan University may be considered in partial fulfillment of tenure requirements as stipulated in the initial contract letter. In accordance with the current CMU/FA Agreement, at the request of the faculty member, full-time service at another institution and full-time service as a fixed-term faculty member at Central Michigan University may be included toward fulfilling the probationary period leading to tenure. Such a request must be specified in the initial letter of appointment.

Promotion

Promotion signifies advancement in rank as a result of the merits of the faculty member's achievements. In all cases these achievements must have occurred since being hired at Central Michigan University and since one's last promotion or as specified in the letter of appointment.

CRITERION: TEACHING EFFECTIVENESS

Effective teaching is critical to successful education of students. It is expected that faculty applying for reappointment, promotion and/or tenure at all levels achieve the following minimum standards of teaching effectiveness:

1. Satisfactory teaching evaluations, as compared to department, college, and university scores including student input as measured by the official CMU SOS II. Although the CMU survey is important for comparisons with department, college, and university means, faculty may supplement the SOS scores with an alternative measure. For classes in which administering the SOS is impractical faculty must provide an explanation for the omission of those results.
2. Demonstrated knowledge/achievement in one's subject area. Evidence of this may include select examples of original materials or methods used in teaching.

Standards For Reappointment

In addition to the minimum standards expected of all faculty for teaching, candidates must provide evidence demonstrating progress toward meeting the standards for tenure and/or promotion in their cumulative narrative.

Standards For Tenure And Promotion

Tenure at Assistant Professor and Tenure and/or Promotion to Associate Professor

Additional standards for tenure and promotion may be met by accomplishing:

Any 3 items from Category A OR

Any 2 items from Category A and any 2 items from Category B.

Tenure at Full Professor or Promotion from Associate to Full Professor

Additional standards for tenure and promotion may be met by accomplishing:

Any 4 items from Category A OR

Any 3 items from Category A and any 2 items from Category B

Professor Salary Supplement CMU/FA Agreement

Consistent with the CMU/FA Agreement, standards for professor supplements will be the same as those established for promotion from associate to full professor.

It should be noted that standards in Category A or B may be counted more than once except where noted.

Category A – Examples may include:

- Receipt and successful completion of instructional grants (e.g., Professional Growth Funds or Instructional Technology) of a significant nature in terms of competition, dollar amount or size of project.
- Leadership for new program development or significant revision of an existing program.
- Development and implementation of a curricular activity such as development and teaching of a new face-to-face or online course.
- Significant involvement in a new curricular activity.
- Significant use of service learning in a course.
- Supervision of student research outside of the classroom resulting in presentation at the SRCEE and SRACE exhibition.
- Recognitions of teaching such as teaching awards received at the university level or higher.
- Supervision of student research or creative endeavor resulting in a state, regional, national, or international refereed presentation, publication or exhibition.
- Supervision of 4 student independent studies.*
- Advisor for graduate student thesis committee or supervision of Plan B project.
- Advisor for an Honor's or McNair's undergraduate thesis/research project.
- Keynote speaker at a national or international conference related to teaching.
- Achievement of a professional recognition or certification through examination, review or award.

Category B – Examples may include:

- Submission of instructional grant proposals, of significant nature in terms of competition, dollar amount, or size of project.
- Development of a new laboratory component which supplements a lecture component.
- Supervision and inclusion of students in faculty research/creative endeavors outside of the classroom or an independent study.
- Direction of a student research or creative endeavor activity as part of a regular course format resulting in a SCREE or SRACE presentation.
- Significant involvement in a curricular revision.
- Supervision of independent studies.*
- Demonstrated effectiveness in student advising.*
- Significant use of emerging technology in the classroom.*
- Consistent offering of study sessions outside of regular class time.*
- Consistent use of field trips of a significant nature.*
- Completion of a course in professional area resulting in academic credit or CEU.
- Attendance at a workshop, symposia, conference, or seminar designed to update professional expertise.
- National or international presentation related to teaching/pedagogy.
- Formal peer evaluations, documented by a “minimum of two” written evaluator reports.*

*Single asterisk items will count only once as a general accomplishment over the course of the reappointment, tenure, or promotion period.

CRITERION: SCHOLARLY AND CREATIVE ENDEAVORS

One of the primary missions of the university is the discovery, development, and dissemination of original findings, ideas, and creations. Faculty at all levels of the university are, therefore, expected to be actively involved in their professional fields in scholarly and creative endeavors. The standards included in this section generally give greater weight to the end products of scholarly and creative work but also include the diverse array of activities that might be performed in support of this work. Authors, whether a single author or one of multiple authors, must justify their contribution to the scholarly or creative work in terms of work completed, quality, and significance to the field.

Indicators may be counted more than once. For example, each national peer reviewed presentation counts as a separate achievement. Additionally, a published manuscript based on the presentation would also count as a separate accomplishment. Separate presentations or publications of identical work would not, however, represent a significant accomplishment. Documentation for these accomplishments may take the form of copies or reprints, letters of acceptance of manuscript from editors, conference proceedings, a portfolio of work displayed with supporting evidence of judging, etc. It is the responsibility of the applicant to demonstrate that an accomplishment is quality work, significant and consistent with the expectations of these standards.

Standards For Reappointment

It is required that the candidate demonstrates progress toward meeting the standards for reappointment in the cumulative narrative.

Evidence may be demonstrated by any of the following:

- Documentation of progress made in the initiation, implementation or conclusion of a research or creative project.
- Submission or acceptance of a refereed manuscript for publication.
- Development, submission or acceptance of a creative display or exhibit for a show for competition.
- Development, submission or presentation of a refereed paper at professional conference.
- Development, submission or receipt of a grant to conduct research or creative project.

Standards For Tenure And Promotion

Tenure at Assistant Professor and Tenure and/or Promotion to Associate Professor

Additional standards for tenure and promotion may be met by accomplishing:

Any 3 items from Category A OR

Any 2 items from Category A and any 2 items from Category B.

Tenure at Full Professor or Promotion from Associate to Full Professor

Additional standards for tenure and promotion may be met by accomplishing:

Any 4 items from Category A OR

Any 3 items from Category A and any 2 items from Category B.

Professor Salary Supplement CMU/FA Agreement

Consistent with the CMU/FA Agreement, standards for professor supplements will be the same as those established for promotion from associate to full professor.

Category A – Examples may include:

- Article accepted or published in a refereed national or international journal (first author or significant contribution as a subsequent author).
- Article or chapter accepted or published in a refereed national or international journal, book, or monograph in which a student(s) was the primary author(s) and the faculty was a subsequent author but significantly mentored the student(s) in the research and manuscript development and publication process.
- Chapter published in a refereed scholarly book or monograph (first author or significant contribution as a subsequent author).
- A professionally reviewed scholarly book or monograph published by a national or international publishing company.
- Creative display or exhibition for national or international juried show or competition (with supporting documents).
- Invited keynote speaker for a national or international conference.
- Nationally marketed, and peer reviewed video production, computer software, multimedia product or other similar material in professional area.
- Externally funded research or creative project of a significant nature in terms of competition, dollar amount, or size of project (first author or significant contribution as a subsequent author).
- Receipt and completion of an internally funded research or creative project of a significant nature in terms of competition, dollar amount, or size of project (first author or significant contribution as a subsequent author).
- Refereed brief or other document of a significant nature aimed at updating best practices or advocacy (e.g., policy or program brief as distinguished from a brief report).

- Subsequent edition of a professionally reviewed scholarly book or manuscript (first author or significant contribution as a subsequent author) requiring a major investment of time resulting in significant revisions in content.
- Work of a significant nature in terms of scope, size, or distribution may count as more than one accomplishment within this category.

Category B – Examples may include:

- Article accepted or published in a refereed regional or state journal (first author or significant contribution as a subsequent author).
- Chapter published in a non-refereed scholarly book published by national or international publishing company or professional association (first author or significant contribution as a subsequent author).
- Article or chapter accepted or published in a refereed regional or state journal, book, or monograph in which a student(s) was the primary author(s) and the faculty was a subsequent author but significantly mentored the student(s) in the research and manuscript development and publication process.
- Creative display or exhibition for state or regional juried show or competition (with supporting documents).
- Juried presentation at national or international conference (first author or significant contribution as a subsequent author).
- Externally funded research or creative project not counted in Category A.
- Receipt of and successful completion of an FRCE research grant, or other CMU awards or funds to support research or creative project awarded through a review process.
- Submission of an external grant of a significant nature in terms of competition, dollar amount, or size of project.
- Article/Chapter/or Book from Category A as third or later author/editor.
- Book review or notice published in a professional journal.
- Creative design work of a particular project as evidence of sustained creative involvement (external review required)*

*Single asterisk items will count only once as a general accomplishment over the course of the reappointment, tenure, or promotion period.

CRITERION: SERVICE

The Department, College, and University cannot achieve its shared governance without the active participation of its faculty. Further, the University is to service the residents of Mt. Pleasant, Central Michigan, the State of Michigan, nationally and beyond. Service to these constituents is service to the “community” and considered deserving of merit.

It is required that the candidate demonstrate on-going and increased involvement in activities related to the department, college, or university. University service may be supplemented by public service which is related to the faculty member’s discipline. The focus of these indicators is to recognize the activities performed by faculty which furthers the missions of the department, college or university and support for the functions of those bodies.

Indicators may be counted more than once if the indicator is met in a different setting. For example, demonstrated effective service as chair of a committee may be counted as the accomplishment of two indicators of service if the faculty member chaired two different committees.

Standards For Reappointment

Participation in departmental faculty meetings and individual area meetings is acceptable committee involvement for first year appointees. Following the first year of appointment, it is required for reappointment that the candidate serves on departmental, college and/or university committees.

Standards For Tenure And Promotion

Tenure at Assistant Professor and Tenure and/or Promotion to Associate Professor

Additional standards for tenure and promotion may be met by accomplishing:

Any 3 items from Category A OR

Any 2 items from Category A and any 2 items from Category B.

Tenure at Full Professor or Promotion from Associate to Full Professor

Additional standards for tenure and promotion may be met by accomplishing:

Any 4 items from Category A OR

Any 3 items from Category A and any 2 items from Category B.

Professor Salary Supplement CMU/FA Agreement

Consistent with the CMU/FA Agreement, standards for professor supplements will be the same as those established for promotion from associate to full professor.

Category A – Examples may include:

- Demonstrated effective service as chair of a committee.
- Demonstrated effective service as a department chair.
- Demonstrated effective service as an area or program coordinator.
- Significant responsibility to a national, state, regional, or local organization.
- Demonstrated effective and active membership on a task force.
- Officer or Board member of the Faculty Association.
- Organization and implementation of a workshop, conference, or teleconference.
- Significant role as advisor or resource person to any administrative office.
- Serving as the department's representative to the Academic Senate for three years (one term).
- Acquisition of a significant non-teaching, non-research grant.
- Acquisition of a significant equipment (or other non-monetary) donation.
- Demonstrated active role as advisor to a student organization.
- Leadership in on-campus seminars, colloquia, or conferences.
- Significant efforts to establish study-abroad sites, or arrange service learning.
- Reviewer for a national or international publication or conference.

Category B – Examples may include:

- Demonstrated active service on a committee as a member.
- Assistance in the acquisition of significant funds or a significant equipment donation.
- Service to other faculty for peer review purposes.
- The receipt of an award for service to one's discipline.
- Mentoring a new faculty member.
- The development of an outreach program to benefit students.
- Initiation of an organization and administration of a program advisory council or board.
- Presentation on campus or in the community (e.g., guest lecturing).

- Preparation of significant non-research, non-teaching grants.
- Participating in broader educational outreach events of the University: e.g., radio or television guest appearance.
- Serving the university, college or department for student recruitment, and orientation events or career counseling.
- Acquisition of non-teaching, non-research grants or equipment donations.
- The organization and administration of a show of student work.
- Serving as a consultant outside the university representing the department, area or relevant programs.
- Active membership in a local, state, regional, national or international professional association or organization.
- Reviewer for a state or regional publication or conference.

Definition of terms

Active – Frequency of participation, responsibilities and activities assumed.

Demonstrated – Shown with documentation, example or other evidence.

Extraordinary – Attaining one additional Category A achievement in Teaching, Scholarly and Creative Endeavors, and Service, plus one additional Category A achievement in an area of candidate's choice.

Progress – A documented progression of initiation, implementation, or conclusive outcome; the addition of Category A or B items since the last personnel review. All progress should be documented in the narrative and supporting materials.

Quality – The extent to which the candidate has demonstrated active involvement, and effectiveness and/or significance of achievement. Determination of the “quality” of material submitted for each criterion is verified and evaluated by regular faculty in the candidate's program area and by the department personnel committee.

Refereed – The process of blind peer-review.

Significant – Demonstrated by authority/responsibility, amount of resources controlled, length of time activity lasts, the high quality of results affecting the most people, the overall cost or dollar value.

APPENDIX B

Faculty Workload

The Agreement allows for regular faculty workloads to be adjusted upon recommendation of the department and approval by the Dean. This article outlines the standard full-time workload and two alternative workloads (teaching and research) from which regular faculty can choose.

Workload Options

The Standard workload consists of approximately 18 instructional hours per academic year.

The Teaching workload consists of approximately 24 instructional hours per academic year.

The Research workload consists of approximately 12 instructional hours per academic year.

Workload Requests and Recommendations

Any regular faculty wishing to request an alternative workload must declare, in writing, their workload preference to their area and the Department Chair one year prior to their next tenure and/or promotion decision deadline.* This is to ensure adequate time to meet class scheduling needs within the area and department. The Department Chair will forward the regular faculty names and their respective workload preferences to the Dean. Once a workload is approved by the Dean, it shall take effect the fall semester after the planned next successful personnel decision is made. If a regular faculty's personnel decision is denied their workload will remain the same, unless they are not reappointed.

Regular faculty cannot request a change to their workload preference again until one year prior to their next personnel decision, with any approved change in workload to take effect after the successful personnel decision is made.

*To implement this workload system initially, any regular faculty may make a request by the beginning of December of the first fall semester after approval of the By-laws. Upon approval it would take effect the following academic year. However, no adjustment to the system of equivalencies will be made (see below).

System of Workload Equivalencies

To demonstrate the system of equivalencies between workload options, changes in the criterion standards are outlined below. All minimum standards across criterion and all standards for service remain the same regardless of workload option.

As outlined in Appendix A: For the 3rd reappointment the candidate must demonstrate the successful completion of significant achievement in at least 2 Category A activities or 1 Category A activity and 2 Category B activities in two of three Criteria (Teaching Effectiveness, Scholarly and Creative Endeavors, and Service). For those on a research or teaching workload option one of the two criteria must include their respective workload criteria. For all reappointments progress is demonstrated using the definition found in Appendix A except for the 3rd reappointment.

	STANDARDS FOR WORKLOAD OPTIONS		
Criterion	Standard	Teaching	Research
<i>Teaching</i>			
3 rd Reappointment	2 A items, or 1 A and 2 B	3 A items, or 2 A and 2 B	1 A item, or 2 B
Tenure at Assistant/Associate, or Promotion to Associate*	3 A items, or 2 A and 2 B	4 A items, or 3 A and 2 B	2 A items, or 1 A and 2 B
Tenure at Full, Promotion to Full, or Professor Salary Adjustment*	4 A items, or 3 A and 2 B	4 A items, or 3 A and 2 B	2 A items, or 1 A and 2 B
<i>Scholarship</i>			
3 rd Reappointment	2 A items, or 1 A and 2 B	1 A item, or 2 B	4 A items, or 3 A and 2 B
Tenure at Assistant/Associate, or Promotion to Associate*	3 A items, or 2 A and 2 B	2 A items, or 1 A and 2 B	5 A items, or 4 A and 2 B
Tenure at Full, Promotion to Full, or Professor Salary Adjustment*	4 A items, or 3 A and 2 B	2 A items, or 1 A and 2 B	5 A items, or 4 A and 2 B
<i>Service</i>			
3 rd Reappointment	2 A items, or 1 A and 2 B	2 A items, or 1 A and 2 B	2 A items, or 1 A and 2 B
Tenure at Assistant/Associate, or Promotion to Associate*	3 A items, or 2 A and 2 B	3 A items, or 2 A and 2 B	3 A items, or 2 A and 2 B
Tenure at Full, Promotion to Full, or Professor Salary Adjustment*	4 A items, or 3 A and 2 B	4 A items, or 3 A and 2 B	4 A items, or 3 A and 2 B

*Regular faculty under the teaching or research option that go beyond normal time, as defined in the Agreement, without going up for promotion will return to a standard workload until such time as they meet those standards for their originally selected workload option.

APPENDIX C

Suggested Narrative Style*:

The CV should include the background information noted in item A and the activities related to the three categories in item B.

The narrative should include a description of how the candidate meets the criteria and standards noted in item B.

- A. Background information
 - 1. Degrees Held
 - 2. Work Experience

- B. Criteria and Standards Categories (see Appendix A for indicators in these categories that may be used for documentation.)
 - 1. Teaching Effectiveness
 - 2. Scholarly and Creative Endeavors
 - 3. University and Community Service

*Sample narrative guidelines are available on the EHS website and from the HEV office.

APPENDIX D

Rating Sheet for Evaluation of Chairperson

Please complete this evaluation form and return it to the chair of the personnel committee. The Chair will receive the average of the numerical values and a composite of all comments. Your evaluation and specific comments are important and will assist the Chairperson in meeting their responsibilities.

Name of person being rated: _____

Instructions: Check the appropriate box for each item. Low=Strongly Disagree, High=Strongly Agree, U/J=Unable to Judge. Write overall comments at the end of each section.

		LOW				HIGH	
I. LEADERSHIP AND COMMUNICATION		1	2	3	4	5	U/J
1.	Involves the faculty and staff in decision-making phases of departmental operations, exhibiting open-mindedness and adaptability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Encourages communication and interaction within the department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Chairs departmental meetings effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Chairs area coordinator meetings effectively; works collaboratively with area coordinators.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Effectively advocates the needs of the department to the Dean and other administrators within the university.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Effectively communicates and interprets college and university decisions to the faculty and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Effectively promotes public relations, departmental image and reputation on and off campus.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Initiates and sustains actions toward defined goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

II. RELATIONSHIP TO FACULTY AND STAFF	LOW				HIGH	U/J
	1	2	3	4	5	
9. Effectively aids in the selection of qualified faculty and P&As.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Effectively aids in the selection of qualified office staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Attempts to distribute faculty responsibilities fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Attempts to distribute staff responsibilities fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Makes self available to faculty and staff and listens to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Invites and considers suggestions from faculty and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Expresses confidence in and support for the faculty and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Encourages and helps faculty and staff to continue professional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Effectively allocates clerical and other supporting services to the faculty and staff within limitations of available budget and personnel.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Exercises independent judgments and recommendations relative to personnel decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Effectively evaluates faculty and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Provides constructive feedback to faculty and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Demonstrates interpersonal relations that foster a professional working atmosphere.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Is open to constructive criticism.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Demonstrates objectivity in professional relationships with faculty and staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

III. RELATIONSHIP TO STUDENTS	LOW				HIGH	
	1	2	3	4	5	U/J
24. Understands and has concern for the needs of students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Keeps the needs and concerns of students in mind when planning programs, courses, and schedules.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Makes self available to students for advising, counseling and grievances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Provides information and assistance for prospective and incoming students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Encourages student clubs and organizations which foster achievement and professional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

IV. ADMINISTRATIVE EXPERTISE	LOW				HIGH	
	1	2	3	4	5	U/J
29. Participates effectively on committees and organizations which affect departmental activity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. Serves as a liaison and advocate between the department and other departments and support units.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. Effectively coordinates departmental activities with college and university procedures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. Aggressively seeks support from higher administration for human and material resources necessary for achievement of departmental objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. Manages departmental budget effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. Objectively allocates resources among program areas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. Ensures the accurate preparation of bulletin information and schedules of class offerings in accordance with deadlines.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. Effectively manages the departmental program reviews and other similar departmental evaluations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. Supports accreditation processes within the department.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

47. Efficiently oversees departmental correspondence, record keeping, reports, supplies, and other duties.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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48. Spends an adequate amount of time in the office to take care of departmental responsibilities.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Comments:

Additional Comments:

APPENDIX E

Guidelines for Position Reduction and Layoff

The Agreement outlines the parameters and process for departments to recommend position reductions and layoffs. Primary considerations shall be made to programmatic needs and length of service. Below is a guiding list of criteria for considering programmatic needs within the HEV department.

- Enrollment history
- History of faculty overloads
- Usage of part-time faculty
- Program maintenance and growth
- Congruency with department/area mission and goals
- Advisory load
- Unique considerations of area
- Projections for the future
- Other considerations
- National needs
- Employment prospects for graduates