

Policy 6.1 Revision Work Group 2017-2018 Summary Report

Prepared on April 24, 2018 by Steve Barney and Johnny MacLean, Co-Chairs

Summary

The existing Policy 6.1, Faculty Evaluation, Promotion, and Tenure, was identified in SUU's Strategic Plan as an area in need of revision. The existing policy was out of alignment with SUU's mission and vision, and the policy created other problems and challenges that have been identified by faculty from across campus. The Faculty Senate gathered important information from faculty colleagues regarding various aspects of the policy over the course of 2 academic years (2015-2017) of dedicated work. Unfortunately, these efforts did not result in a revised policy, so Provost Brad Cook and Faculty Senate President Nathan Barker collaboratively convened a new work group to attempt a different revision effort. The work group included six members of various ranks from multiple colleges:

- Steve Barney - Co-Chair, Full Professor, HSS, Former Faculty Senate President
- Johnny MacLean - Co-Chair, Associate Professor, COSE, Provost Faculty Fellow
- Julie Taylor - Associate Professor, COEHD, Former Faculty Senate President
- Bill Heyborne - Associate Professor, COSE, Current Faculty Senator
- Dave Lunt - Assistant Professor, HSS, Current Faculty Senator
- Melinda Vaughn - Assistant Professor NTT, CPVA

The work group reviewed relevant literature, consulted with an expert on human motivation and workplace morale, examined multiple universities' policies, and worked collaboratively to develop a list of qualities that an ideal SUU faculty member might exhibit. We followed a "blueprint" plan constructed with the guidance of Associate Provost James Sage. The plan allowed for ample faculty feedback and communication as the work group constructed a revised policy one section at a time. We worked with the Faculty Senate President to disseminate each new draft, and we collected anonymous feedback all year. We also responded to every comment, and we disseminated the anonymous comments and our responses with each new draft. The comments and responses resulted in 67 pages of single-spaced text. Additionally, we personally met with most departments, almost every Department Chair, every Dean, and every Faculty Senator. We held five (5) open faculty fora throughout the year, and we disseminated a poll to all faculty regarding the general themes of the revision. We also engaged in countless informal conversations with our colleagues, and we met as a work group weekly to discuss all types of feedback. This was truly a scholarly effort that actively involved the entire faculty at SUU.

The Faculty Senate voted 23-8 in favor of the proposed Policy 6.1 on April 17, 2018. The Dean's Council voted unanimously in favor of the proposed Policy 6.1 on April 23, 2018. The President's Council will now consider the proposed policy, disseminate it for an official campus review, and eventually send it to the Board of Trustees and the Northwest Commission on Colleges and Universities for final approval.

Assuming the proposed Policy 6.1 is approved at all levels, SUU will continue using the existing policy during the coming academic year while the Division of Academic Affairs prepares for full implementation in August 2019. During the transition, the Provost's Office will solicit volunteer departments to pilot the new policy to identify potential areas of improvement. The Provost's Office will work with the Center of Excellence for Teaching and Learning to provide trainings for mentors and faculty members. We will also consult with departments who wish to update their departmental evaluation criteria.

Supporting Documents

This revision process was built on important guiding principles, such as transparency, collaboration, communication, and documentation. The following list includes some of the documents created during the process, and they thoroughly describe the work group's results.

1. [Summary of Policy 6.1 Process](#)
2. [Summary of the 2015 LRT Forum and Workshop with Cathy Trower](#) (2015-12-1)
3. [Summary of LRT Revision during the 2016-2017 Academic Year](#) (2017-12-12)
4. [2017-2018 Revision Plan \(Blueprint\)](#)
5. [Faculty Open Forum Agenda](#) (2017-9-11)
6. [Faculty Open Fora Agenda](#) (2018-1-23); Note the two 2018-4-5 faculty open fora did not include an agenda.
7. [All Anonymous Comments and Responses](#) (2018-4-16)
8. [Faculty Poll Results on General Themes](#) (2018-3-2)
9. [Highlights of Proposed Policy 6.1](#)
10. [Final Policy 6.1 Revision](#) (2018-5-16)

Closure

The objective of the Policy 6.1 Revision Work Group was to revise the policy in a transparent and collaborative manner to align with SUU's mission and vision and to address areas of improvement in the existing policy. This work group successfully fulfilled its responsibilities, so it has been relieved of future duties. The Provost's Office will now create a new plan to guide the transition process, described briefly above. Many thanks go to the work group members. They significantly contributed to shaping SUU's future.