

PMYR PROCESS

This process has been designed as developmental -- not punitive, and it comes with funding available. TAKE ADVANTAGE OF IT!!!!

- CANDIDATE supplies statement (including a request for developmental funds) and CV.
- DEPARTMENT CHAIR/HEAD supplies teaching evaluations (from previous six years) and AFRs (from previous six years and the current year).
- DEPARTMENT PERSONNEL COMMITTEE (DPC) and DEPARTMENT CHAIR/HEAD review materials and recommend that the statement be either:
 - 1) accepted, with further comments/suggestions optional, or
 - 2) revised
- If the DPC and Chair recommend accepting the statement and the Dean agrees, no further action will be taken, and the review is concluded.

THIS IS WHERE THE PROCESS ENDS FOR MOST FACULTY MEMBERS

- Candidate will receive \$2,000 in developmental funds (be sure to request and say how you'll use these funds in your personal statement/PMYR form). Funds will be allocated the following fall (normally in late October). If you don't anticipate being able to spend the funds during that academic year, make that clear in your personal statement.

Process if Statement Revisions are Requested

- If the Dean doesn't agree, the statement along with specific comments from the Dean explaining the nonconcurrency will be returned to the candidate, DPC and Chair for revision.
- If either the DPC or the Chair recommends revising the statement, or the Dean does not concur with the recommendation of the DPC and Chair, the DPC and Chair then meet with the candidate to discuss how to revise the statement. The intent of the revised statement is to support and encourage the faculty member's effective contribution and professional development and it SHALL IN NO WAY IMPINGE ON ACADEMIC FREEDOM.
- If the candidate, the DPC and the Chair can't agree on a revised statement, the case is referred to a 5-person college-level appeal committee.

The Appeals Committee consists of:

- 2 members nominated and elected by the college faculty.
- 2 members appointed by the Dean.
- 1 member selected by the candidate as his/her representative.

(In smaller schools/colleges such as Education, Engineering, Isenberg, Nursing, and Public Health this committee is a 1-1-1 makeup).

The candidate has the right to reject up to 6 proposed members of this committee whose participation they think is inappropriate.

- The appeals committee will draft a statement in consultation with the DPC, the Chair and the faculty member. If adopted by a majority vote of the appeals committee, this becomes the revised statement.

Revised statements:

- will address the issues identified as problematic in the original statement.
 - will include a timetable and the criteria for a follow-up review to take place in 3-years.
 - will be signed by the faculty member, Chair, and Dean.
 - may include a reallocation of the faculty member's efforts which shall not diminish the faculty member's entitlement to merit, nor impinge on academic freedom.
 - must indicate what resources or other support will be provided to ensure the success of the revised statement.
- During the 3-year period following the revised statement, the DPC and Chair will consult with the candidate as needed, and will comment in writing at least once a year on the candidate's progress. The Dean reviews these comments and may comment as well.
 - At the end of the 3 years, the DPC, Chair and Dean each evaluate (in writing) the candidate's success in meeting revised statement goals. If there is agreement that goals have been met, the subsequent PMYR will take place in 4 years (back to original cycle).
 - If there is not agreement that goals have been met, other action may be taken, including referral to the Provost for disciplinary action, or dismissal (must be consistent with the requirements of the collective bargaining agreement). Nothing in the policy changes the individual's right to "just cause" protections.
 - Refusal by the candidate to accept or implement the revised statement cannot be used as a basis for discipline.

WE WANT TO STRESS THAT MOST STATEMENTS ARE ACCEPTED AND THAT VERY FEW REVIEWS RESULT IN THE NEED FOR REVISIONS.