

Policy on Group I Evaluation Committee Membership

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February 15, 2019

The purpose of this policy change is to put a written policy in place. Section 1 has a proposed policy. Section 2 has further comments and supporting information.

1 Proposed Policy

The Evaluation Committee will have a subcommittee for Group I evaluation. This subcommittee will consist of the Vice-Chair, who also chairs the committee, and two Group I faculty members of rank at least Associate Professor, who are determined by the procedure below.

First a pool of candidates is formed. The two eligible faculty members who have not served or been nominated to serve on the committee in the longest time will automatically be nominated as candidates, with the following modifications:

1. Serving as Vice-Chair or Chair counts as serving on the committee.
2. New faculty are considered to have served in the year before they started work here.
3. Faculty on leave have their service deferred.
4. Faculty may request, and the department Chair may grant, a one-year deferral for other reasons; consecutive deferrals under this provision should be extremely rare.
5. In the event of a tie in the rotation, the department Chair decides who will be nominated.

The Chair will also ask for volunteers to be additional candidates. The list of candidates must be complete by April 1.

Group I faculty other than the Chair will then vote from among these candidates using a strict Borda count and the candidate(s) with the best total(s) will be assigned to the committee. In the event of a tie, the Chair will decide which of the tied candidates will be assigned.

If a member assigned according to this procedure is subsequently unable to serve, then the Chair has the authority to assign any other member of the candidate pool. If the candidate pool is exhausted, then the Chair has the authority to assign any other eligible faculty member.

Committee members serve two-year terms. As much as possible, these terms will be staggered so that only one position needs to be filled each year. The Chair has the authority to reduce a term to one year if the member's performance is unsatisfactory, if the member requests it, or if needed to restore the staggering of terms.

Table 1: Information on Group I service on the Evaluation committee. Please send me any corrections.

Person	Last on committee	Comments
Vinogradov	1998-99	based on hire
Klein	2004-05	based on hire
Aizicovici	2005-06	
Gulisashvili	2006-07	
Uspenskiy	2008-09; ?2010-11?	
Lopez-Permouth	2012-13	
Savin	2013-14	
Lin	2014-15	
Huynh	2015-16	
Just	2015-16	
Shen	2017-18	
Melkonian	2017-18	
Davydov	2018-19	
Young	2018-19	
Eisworth	2018-19	as Chair
Mohlenkamp	2018-19	as Vice-Chair
Hallman-Thrasher		not eligible under MOU
Benhaddou	2013-14	based on hire; Assistant Professor
Feng	2015-16	based on hire; Assistant Professor
Fuller	2015-16	based on hire; Assistant Professor
Wu	2016-17	based on hire; Assistant Professor
Bischoff	2016-17	based on hire; Assistant Professor

2 Comments and Supporting Information

- On February 13, 2018, the faculty endorsed
 - a rotation-based system and
 - the Vice-Chair participating in the rating itself with equal status as the other committee members.
- At the April 17, 2018 faculty meeting:
 - There was not support for the (rotation + veto) or (rotation + acceptability vote) options.
 - The rotation plus election option was amended to also allow volunteers. It then was the preferred option for 5 Group I faculty members.
 - The simple rotation option was the preferred option for 6 Group I and 3 Group II faculty members.

Follow-up email feedback had 2 more Group I preferring the (volunteer + rotation) + election option.

- Information on who has served on the committee appears in table 1.