

Policy on Evaluation Committee Membership

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On April 16, 2019, the (Athens) Group I faculty approved a policy for membership on their subcommittee of the evaluation committee. The policy discussed here would be a catch-all backup policy and apply to other sets of faculty. It is a simple rotation system. Currently, the only other set of faculty covered by our policy is (Athens) Group II faculty so this policy would set the membership of their subcommittee.

When regional faculty are integrated, they might be combined with Athens faculty of the same group, or they might have their own group(s); this decision will probably not be up to the department. This policy is written to cover regional faculty in whichever way they are integrated.

Adding to the confusion, the terms “Group I” and “Group II” are supposed to go away. This policy is written in terms of “raise pools” in order to avoid these terms and because scores for faculty in the same raise pool need to be done consistently since they affect each others raises.

Section 1 has a proposed policy. Information on who has served on the Group II committee appears in table 1.

Table 1: Information on Group II service on the evaluation committee

Person	Last on committee	Comments
Hilverding	2017-18	
Barsamian	2018-19, 2017-18	
Singh	2018-19, 2017-18	
Boczko	2013-14	based on hire; Lecturer
Bubp	2013-14	based on hire; Lecturer
Regan	2013-14	based on hire; Lecturer
Shadik	2017-18	based on hire (hired winter 2019); Lecturer

1 Proposed Policy

Faculty are divided into sets according to the raise pools set by the college. The evaluation committee shall have a subcommittee for each set of faculty. The vice-chair shall serve on and chair each subcommittee. Each subcommittee shall have two other members drawn from that faculty set; if insufficient eligible faculty members from one set are available, then members shall be drawn from another set, as determined by the department chair. For a faculty set that does not have a specific membership policy in place, the two members are determined by the following procedure.

Faculty members at the lowest possible rank within their set are not eligible to serve. Faculty members serve one-year terms. Those eligible faculty who have not served on the committee in the longest time will be assigned to it, with the following modifications.

1. Serving as vice-chair or chair counts as serving on the committee.
2. New faculty members are considered to have served in the year before they started work here.
3. Faculty members on leave have their service deferred.
4. Faculty members 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 serve.