Dear faculty members,

As many of you know, the university community was in the process of revising four academic policies before the pandemic put a halt to those discussions. After consulting with various stakeholders, I intend to initiate the process that will allow us to finalize the following four academic policies:

APS 900417   Faculty Reappointment, Tenure, and Promotion
APS 800722   Merit Advances in Salary
APS 820317   The Faculty Evaluation System
APS 980204   Performance Evaluation of Tenured Faculty

In the coming weeks, I will appoint a new but small committee of representative faculty and administrators with a charge to finalize these four policies by the end of the spring 2022 semester. Moreover, I will ask the newly appointed committee to begin their work with the existing policies as they are now published, rather than resuming work from the drafts that were in place prior to COVID-19. I know that a core group of faculty and administration spent countless hours on these policy revisions prior to the pandemic. Please know that your service is deeply appreciated and that the community learned much from those deliberations.

In my estimation, however, the university is best served if we begin anew. Since March 2020, when the discussions were suspended due to the pandemic, the world has changed considerably. Since then, some faculty who were involved in those discussions have left while others have joined but not had the opportunity to engage. Additionally, the Faculty Senate membership and leadership are different. Finally, both the president and the provost are new, as are some members of their teams. Thus, after much discussion and deliberation with those involved, I have determined that we should start the process from the beginning so that those who are at the institution now have an opportunity to contribute to these important matters. The Faculty Senate has signaled strong support for this approach.

The Faculty Senate leadership is collecting names of individuals who are willing to serve on this select committee. Please nominate or self