





promotion. The common minimum standard involves the academic background as determined by the highest degree earned by the individual. Other criteria, when applicable, may be considered by the University in lieu of formal degree requirements. Although faculty ranks are limited to lecturer, instructor, senior lecturer, assistant professor, associate professor, or professor, academic titles may be used for some faculty.

activities. Also implicit in the right to academic freedom is faculty adherence to professional ethics.

Faculty members recognize the special responsibilities placed upon them. Their primary responsibility to their discipline is to seek and to state the truth as they see it. To this end, they spend energy on developing and improving their scholarly competence. They accept the obligation of exercising critical self-discipline and judgment in using, extending and transmitting knowledge. They practice intellectual honesty.

As teachers, faculty members encourage the free pursuit of learning in their students and hold before them the best scholarly standards of their discipline. They demonstrate respect for students as individuals and serve as their intellectual guides and counselors. They make every reasonable effort to foster honest academic conduct and to assure that evaluations reflect the true merit of student work. They respect the confidential nature of the teacher-student relationship and avoid any exploitation of students for private advantage and acknowledge significant assistance from them. Faculty

their discipline, to students, to the profession, and to the institution. When speaking or acting as private persons, faculty members avoid creating the impression of speaking or acting for the University. As citizens engaged in a profession that depends upon freedom for its health and integrity, faculty members have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

1-1-306 Faculty Salaries.

The President, through the ordinary governance process shall adopt regulations and

the departments/schools/programs.

- (b) to provide support and opportunities for professional development and renewal
- (c) to assess progress toward tenure and promotion and to be the foundation for tenure, promotion, and post-tenure review decisions
- (d) to recognize individual excellence and achievement
- (e) to provide a basis for merit salary increases
- (f) and to provide adequate feedback on how to improve for those who are not achieving at satisfactory levels.

The intent of the procedures is that the evaluation be done by peers in the discipline and as appropriate, by peers with interdisciplinary expertise relative to the faculty member's role. The evaluation process should encourage excellence in both traditional and innovative approaches to teaching, research, scholarship and creative works, and service. [See also 2-3-

for Higher Education for post-tenure review. The review process at the University is based on a faculty peer review system within discipline or interdisciplinary areas.

Review will provide regular and systematic evaluation of performance of faculty in the areas of teaching, research, scholarship and creative works, and service. Assessment of faculty performance in these areas will review their established responsibilities as determined by workload assignment. Faculty will consult with their department chair/school director /program coordinators regarding their individual assignment areas. This will allow the adjustment of their activities as goals for individuals and the University change. Such consultation will provide for the encouragement of professional development and renewal, and individual excellence and achievement. Post-tenure review will encourage faculty to engage in activities that contribute to the mission and goals of the University, the colleges, departments, schools, and program areas. Review will ensure that faculty members are fulfilling their University responsibilities, and will assist faculty who are not achieving at satisfactory







regulations and procedures for the review and redress of faculty grievances. Final authority over the resolution and/or redress of grievances shall rest with the President. It is in the best interest of and the responsibility of all faculty to attempt resolution of alleged or perceived grievances in a collegial fashion through the use of the grievance process prior to asserting claims against the University through outside agencies or the use of State or federal courts. [See also 2-3-1201, et seq., Faculty Grievance.]

## Policy History

### 1-1-301 FACULTY CONTRACTS.

Subsection 1-1-301(2) Contract Renewable amended (Nov 2012)  
Section 1-1-301 Faculty Contracts amended (Nov 2011)  
Subsection 1-1-301(1) Term deleted and replaced (Nov 2011)  
Subsection 1-1-301(2) Contract Renewable amended (Nov 2011)  
Subsection 1-1-301(3) Tenure Track amended (Nov 2011)  
Subsection 1-1-301(4) Tenure amended (Nov 2011)

### 1-1-302 ACADEMIC RANK AND TITLES.

Section 1-1-302 amended (Nov 2012)  
Section 1-1-302 amended (Nov 2011)

### 1-1-307 FACULTY EVALUATION.

Subsection 1-1-307(3) Post-Tenure Review amended (Jun 2021)  
Section 1-1-307(1)(2)(3) Faculty Evaluation amended (Jul 2016)  
Subsection 1-1-307(1)(e) Purposes and Intent of Evaluation amended (May 2011)  
Subsection 1-1-307(3) Post-Tenure Review amended (May 2011)

### 1-1-308 PROMOTION.

Section 1-1-308 unnumbered paragraph three amended (May 2011)