TO: Academic Senate

FROM: Senate Faculty Review Standards Committee

(chair, Howard Horwitz)

SUBJECT: Annual report

22 February 2022

The Senate Faculty Review Standards Committee (SFRSC) reviews guidelines developed by departments, programs, Colleges, and Schools for reviewing faculty. These guidelines concern informal and formal reviews of faculty. Formal reviews include tenure, promotion, and post-tenure reviews. Reviews concern both tenure-line and career-line faculty.

To facilitate the development of guidelines, about seven years ago, the Senior Vice President for Faculty and the SFRSC started to develop templates, in order to standardize the sequence in which procedures appear, making it easier for programs to define criteria and for the SFRSC to check whether guidelines are consistent with university policy. Three templates exist: RPT (tenure-line faculty), TFR (tenured faculty review; reviews post-tenure), and CAV (career-line faculty). Each template has undergone several revisions, to clarify basic procedures for programs. The goal is to make the templates increasingly easy to follow, and thereby to help programs focus on their criteria rather than on the form in which the document appears.

The SFRSC meets once a month, with two more meetings scheduled for the 2021-2022 academic year. By the end of the year, the committee will have reviewed approximately one dozen guidelines from programs. We are completing a revision of the CAV template. During this academic year, the committee has eliminated a backlog of templates requiring review. Thanks to the efforts of Ms. Trina Rich, Director, University & Academic Affairs Policy Administration, programs are able to submit drafts of guidelines which better conform to templates and make use of the structure which the templates offer in order to clarify criteria specific to their discipline. Over time, the process by which programs develop guidelines should become more efficient and less painstaking.

Respectfully submitted,



Howard Horwitz

chair, Senate Faculty Review Standards Committee