

## Faculty Evaluation Processes at UNC

TYPES	Annual/Biennial/Triennial Review	Comprehensive Review
<b>Purpose</b>	<ul style="list-style-type: none"> <li>➤ Mechanism for providing regular feedback</li> <li>➤ Determines eligibility for merit pay</li> </ul>	<ol style="list-style-type: none"> <li>1. Pre-Tenure Review</li> <li>2. Promotion Review               <ul style="list-style-type: none"> <li>• CR Lecturer → Senior Lecturer</li> <li>• CR Instructor → Assistant</li> <li>• CR/TT Assistant → Associate*</li> <li>• CR/T Associate → Full*</li> </ul> </li> <li>3. Tenure Review</li> <li>4. Post Tenure Review</li> </ol>
<b>Timing</b>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Mandatory for all Full Time Faculty               <ul style="list-style-type: none"> <li>• <i>At least every other year for CR (any rank) and tenured Associate Profs.</i></li> <li>• <i>At least every 3 years for Tenured Full Professors. May be requested in any year</i></li> </ul> </li> <li>➤ For TT faculty only               <ul style="list-style-type: none"> <li><input type="checkbox"/> Mandatory Years 1, 2, 3 and 5                   <ul style="list-style-type: none"> <li>○ <i>Optional Year 4 if Pre-Tenure Review score of IV+ in either Instruction or PA</i></li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Mandatory for               <ul style="list-style-type: none"> <li><input type="checkbox"/> Pre-Tenure Review in Year 3</li> <li><input type="checkbox"/> TT Promotion and Tenure in Year 6                   <ul style="list-style-type: none"> <li>○ <i>First eligibility for P&amp; T in Year 5</i></li> </ul> </li> <li><input type="checkbox"/> Post Tenure Review every 6 years</li> </ul> </li> <li>○ <i>May be requested in any year/for any purpose for which evaluatee is eligibility)</i></li> </ul>
<b>Criteria</b>	<p><b>Approved program area criteria(only)</b></p> <ul style="list-style-type: none"> <li>• <i>Typically distinct from criteria for comprehensive review</i></li> </ul>	<p><b>Approved program area criteria (only)</b></p> <ul style="list-style-type: none"> <li>• <i>Typically differentiated by type of comprehensive review;</i></li> <li>• <i>not a function of Annual/Biennial Review.</i></li> </ul>

PROCESS/Responsibilities	Annual/Biennial/Triennial	Comprehensive
Evaluatee	<b>Submit Dossier within Digital Measures by the deadline</b> ✓ Cover dates for the relevant review period only	
Program Area Faculty (PAF)	<b>Substantive evaluation of faculty performance</b> ➤ assign score based on <i>approved program area criteria</i> in each area of workload ➤ link criteria to evidence in dossier <i>and whatever other material they gather</i>	
Chair/Director (C/D)	<b>Independent evaluation of faculty performance</b> (otherwise same as PAF)	
Dean & Provost	<b><i>Review for consistency w/approved criteria &amp; procedures</i></b>	
➤ Dean	➤ Assign scores <i>only</i> if 1) evaluatee appeals lower level score, or 2) PAF & C/D disagree & program area lacks mechanism for resolving.	➤ Indicate scores based on program area criteria if finds that lower level(s) were inconsistent
➤ Provost	Assigns final scores <i>only</i> if Dean, C/D and PAF cannot reach agreement.	Determines final scores warranted by the program area criteria ✓ <i>Must</i> resolve lower-level disagreements

## Outcomes of faculty evaluation are determined (solely) by Program Area Criteria

Five Evaluation Levels (Ratings/Scores)...	... assigned to Three Workload Areas
<p>I. Unsatisfactory (1.0-1.5)            II. Needs Improvement (1.6-2.5)            III. Meets Expectations (2.6-3.5)            IV. Exceeds Expectations (3.6-4.5)            V. Excellent (4.6-5.0)</p> <p><b>Note:</b> ranges only needed where</p> <ul style="list-style-type: none"> <li>✓ Unit criteria allot specific points that might add to a fraction, and/or</li> <li>✓ procedures for determining single PAF score or resolving disagreements are determined by mean, mode or median.</li> </ul> <p><i>Official evaluation scores represented by scores of I-V only</i></p>	<ul style="list-style-type: none"> <li>❖ Instruction/Teaching</li> <li>❖ Professional Activity/RSCW</li> <li>❖ Service</li> </ul> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>✓ Workload weights are defined in writing each year (averaged for comprehensive review periods).</li> <li>✓ Overall evaluations (used in Annual/Biennial and Post-Tenure Review) are a function of the weighted average across all three areas of assigned workload.</li> <li>✓ Outcomes of Pre-Tenure, Tenure &amp; Promotion reviews are determined solely by the rating levels (I-V) achieved in each area</li> </ul>

# Scores Needed for Promotion

## Contract Renewable Faculty

- CR Lecturer → Senior Lecturer
  - IV or higher in primary area, *and*
  - at least a III in all other areas
- CR Instructor → Assistant
  - IV or higher in primary area, *and*
  - at least a III in all other areas
- CR Assistant → CR Associate
  - IV or higher in primary area, *and*
  - at least a III in all other areas
- CR Associate → CR Full
  - V in primary area, *and*
  - at least a III in all other areas

## Tenured/Tenure Track Faculty

- TT/Assistant → Associate w/Tenure
  - IV or V in Teaching *or* PA, *and*
  - at least a III in all categories
- Tenured Associate → Full
  - IV or V in Teaching *and* PA, *and*
  - at least a III in all categories
- Post-Tenure Review
  - III or higher in Teaching, *and*
  - III or higher overall (weighted average)