

UNIVERSITY OF KENTUCKY
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September 27, 1974

MEMORANDUM

To: Deans, Division of Colleges

From: Lewis W. Cochran, Vice President for Academic Affairs

Subject: Faculty Performance Review *Lewis W. Cochran*

Following are statements of policy and procedures for the review of faculty performance within the Division of Colleges. These are very similar to the statements contained in my letter of November 1, 1973, but do include some significant modifications from the procedures employed last year.

POLICIES

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There has also been added in the revision of AR II-L.0-5 a Section 2.4 of Part 2.0 as follows:

The unit administrator shall consult with the tenured members of the faculty regarding the progress of each non-tenured faculty member toward consideration of tenure in terms of departmental expectations. These discussions should occur at the end of the non-tenured faculty member's second and fourth years, but may occur more frequently at the administrator's discretion. The results of these discussions should be communicated to the individual non-tenured faculty member and a record maintained in his file.

Tenured faculty members who will retire before or at the end of the current fiscal year and non-tenured faculty whose appointments are being terminated by the end of the current fiscal year will not be included in the performance review.

A primary purpose of the performance review will be individual and institutional self-improvement. To help in achieving this purpose, the performance review will determine for each faculty member both a quantitative assessment and a qualitative judgment of his activities during the calendar year in

- a. teaching and advising
- b. research and scholarship
- c. University and public service