

2024– 2025 Personnel Timeline by Date

2024-2025 TIME SCHEDULE FOR PERSONNEL DECISIONS

The personnel policies of Radford University, as approved by the Board of Visitors, are provided in the [Teaching and Research Faculty Handbook \(T&R\)](#) and the [Administrative and Professional Faculty Handbook \(A/P\)](#)

- The T&R handbook and A/P handbook take precedence over the information within the Time Schedule for Personnel Decisions document.
- Some policies include fixed deadline dates while others require that procedural deadlines and action dates be established in order to execute the policies.
- The following dates are established solely for the purpose of administering Board-approved personnel policies.
- Exceptions to these established dates may occasionally be necessary and must be approved by the Provost and Senior Vice President for Academic Affairs.
- AP members whose contracts are not being renewed will receive written notice of the non-renewal. The length of the notice is determined by the length of the AP member's Radford University consecutive years of service in any classification as follows:

Length of Notice:

Less than 1 year of service - 1 month notice
1 to 5 years of service - 3 months notice
More than 5 years of service – 12 months notice

For additional information refer to the **A/P Handbook: 1.2 Terms and Conditions of Appointment and Continuing Employment**

Please Note - Throughout this document:

- “Department” refers to an academic Department or School
- “Department Chair or Chair” refers to academic Department Chair or School Director

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August 2024

Thursday 8/15/24	<u>Evaluation of Faculty</u> : Last day for returning tenured, tenure-track, special purpose and full-time temporary (with an option of renewal) faculty to submit Faculty Annual Report (FAR's) to Department Chair.
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September 2024

Date	Action
Monday 9/9/24	<u>Evaluation of Faculty</u> : Department Chair prepares faculty evaluations and distributes to each evaluated faculty member a tentative evaluation of the faculty member including strengths and/or weaknesses within each category; a rating of performance for each category; and an overall evaluation and written justification for the ratings given in each evaluation category.
Monday 9/16/24	<u>Evaluation of Library Faculty</u> : Last day for returning library faculty to submit Faculty Annual Report (FAR's) to supervisor.
Wednesday 9/18/24	<u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service</u> : Department Personnel Committee shall initiate the reappointment process for each tenure-track and special purpose faculty member by requesting a copy of the faculty member's current Faculty Annual Report and evaluation from the Department Chair. (These documents will not be available for faculty in their first year of service.) If the tenure-track faculty member is a chair/director, they must be included in the tenure-track reappointment process. They can provide an addendum to their current Faculty Annual Report to include activity from February to August. Department Personnel Committee shall conduct a thorough evaluation of the faculty member's cumulative documentation.
Friday 9/20/24	<p><u>Evaluation of Faculty</u>: Faculty member, in consultation with the Department Chair, determines the percentage value (within the prescribed range) for each evaluation category. Last day for a faculty member to submit written response to the Department Chair or to hold a conference with the Department Chair in appeal of their evaluation.</p> <p><u>Promotion Recommendations</u>: Faculty member notifies the Department Chair of intent to apply for promotion.</p> <p><u>Tenure Recommendations</u>: Faculty member notifies the Department Chair of intent to apply for tenure.</p> <p><u>Library Faculty Promotion Recommendations</u>: Library faculty member notifies University Librarian of intent to apply for promotion.</p>
Monday 9/23/24	<u>Evaluation of Faculty</u> : Department Chair notifies all faculty who submitted evaluation appeals as to the Chair's decision on the appeal. Department Chair submits to the College Dean the Chair's evaluations of faculty along with the Faculty Annual Reports.
Monday – Friday 9/30/24 – 10/4/24	<u>Student Evaluation of Faculty</u> : Department Personnel Committee administers the University-wide student evaluations of faculty for half- semester courses according to the guidelines of the <u>Teaching and Research Faculty Handbook</u> .

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October 2024

Date	Action
Friday 10/4/24	<u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service:</u> Department Personnel Committee shall make its written recommendation for reappointment, including full justification, to the Department Chair. The Department Personnel Committee shall provide a copy of its recommendation and justification to the faculty member.
Monday 10/7/24	<u>Evaluation of Faculty:</u> If the Dean disagrees with the faculty evaluation from the Department Chair, then the Dean shall set forth their written reasons for disagreement. If the Dean adds anything to the evaluation, a written copy of the Dean's comments shall be sent to the Chair and to the faculty member.
Monday 10/14/24	<u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service:</u> Department Personnel Committee shall initiate the reappointment process for each tenure-track and special purpose faculty member by requesting a copy of the faculty member's current Faculty Annual Report and evaluation from the Department Chair. (These documents will not be available for faculty in their first year of service.) If the tenure-track faculty member is a chair/director, they must be included in the tenure-track reappointment process. They can provide an addendum to their current Faculty Annual Report to include activity from February to August. Department Personnel Committee shall conduct a thorough evaluation of the faculty member's cumulative documentation. Note: Reappointment letter not required if faculty member is applying for tenure.
Wednesday 10/16/24	<u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service</u> Department Chair submits their written recommendation on the application for reappointment, to the College Dean with a copy of the Department Personnel Committee's recommendation and justification. The Department Chair shall provide a copy of their recommendation and justification to the faculty member and the Department Personnel Committee.
Monday 10/21/24	<u>Evaluation of Faculty:</u> Last day for any faculty member who disagrees with all or any part of their final evaluation to appeal to the Faculty Appeals Committee. <u>Promotion Recommendations:</u> Faculty member initiates an application for promotion to the Department Chair and shall provide supporting documentation which must include a statement justifying promotion, evaluations of the faculty member from the Department Chair for the past six years of approved appointments including a summary of student evaluations and peer evaluations (if applicable), current curriculum vita, and any additional information appropriate to support a recommendation for promotion. Faculty who are applying simultaneously for promotion and for tenure may submit a single application that applies to both. The application should include documentation supporting the application for both promotion and tenure, as outlined above. <u>Tenure Recommendations:</u> Faculty member initiates an application for tenure to the Department Chair and shall provide supporting documentation, which must include a statement justifying the granting of tenure, all past evaluations including a summary of student evaluations and faculty evaluations (if applicable), current curriculum vita, and any additional information appropriate to support a recommendation for tenure. Faculty who are applying simultaneously for promotion and for tenure may submit a single application that applies to both. The application should include documentation supporting the application for both promotion and tenure, as outlined above.

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	<p><u>Library Faculty Promotion Recommendations:</u> Library faculty member initiates an application for promotion to the University Librarian and shall provide supporting documentation which must include a statement justifying promotion; evaluations of the faculty member for the years of service at Radford University, up to six years; current curriculum vita; and any additional information appropriate to support a recommendation for promotion.</p>
<p>Wednesday 10/23/24</p>	<p><u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service:</u> College Dean submits their written recommendation on the application for reappointment, including justification, to the Provost and Senior Vice President for Academic Affairs with the recommendations and justifications of the Department Personnel Committee and the Department Chair. The College Dean shall provide a copy of their recommendation and justification to the faculty member, the Department Personnel Committee and the Department Chair.</p>
<p>Friday 10/25/24</p>	<p><u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service:</u> Last day for second year faculty member to appeal to the Faculty Appeals Committee regarding a negative reappointment recommendation by the Department Personnel Committee, the Department Chair, or the College Dean.</p> <p><u>Promotion Recommendations:</u> Department Chair submits all applications for promotion and supporting documentation to the Chair of the appropriate Department Promotion Committee, and shall notify the College Dean of the name(s) of faculty member(s) requesting promotion.</p> <p><u>Tenure Recommendations:</u> Department Chair submits all applications for tenure and supporting documentation to the Chair of the Department Personnel Committee, and shall notify the College Dean of the name(s) of faculty member(s) requesting tenure.</p> <p><u>Library Faculty Promotion Recommendations:</u> The University Librarian submits all applications for promotion and supporting documentation to the Chair of the appropriate Library Promotion Committee.</p>
<p><u>10/25/24 - 10/24/25</u></p>	<p><u>Evaluation of Administrative and Professional Faculty in Academic Affairs:</u> The performance cycle is October 25 to October 24 of each year.</p> <p><u>Evaluation of Administrative and Professional Faculty in Academic Affairs:</u> Performance Expectations shall be developed for new employees within 30 business days of the beginning of employment.</p>
<p>Thursday <u>10/31/24</u></p>	<p><u>Evaluation of Administrative and Professional Faculty in Academic Affairs:</u> Annual evaluations for the preceding year shall be completed no later than November 1.</p> <p><u>Evaluation of Library Faculty:</u> Supervisor completes and submits to the reviewer the written library faculty evaluations as described in the <i>Administrative and Professional Faculty Handbook</i> section 1.9. Individual Faculty Annual Reports will accompany each evaluation.</p>

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November 2024

Monday 11/4/24	<p><u>Evaluation of Faculty:</u> Faculty Appeals Committee reports to the Provost and Senior Vice President for Academic Affairs its recommendations on faculty appeals of an evaluation.</p>
Monday 11/11/24	<p><u>Evaluation of Faculty:</u> As soon as the evaluation process is completed, the following shall become a part of each faculty file in the Office of the Provost and Senior Vice President for Academic Affairs: the faculty member's Faculty Annual Report, the faculty member's evaluation from the Chair with numerical ratings; the decisions and comments of the Dean; any written disagreements with either the Chair or the Dean that the faculty member under evaluation wishes to include; any recommendations that may issue from the Faculty Appeals Committee; any final decisions rendered by the Provost and Senior Vice President for Academic Affairs subsequent to recommendations of the Faculty Appeals Committee. (Evaluations due to Provost Office).</p> <p><u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service:</u> Department Personnel Committee shall make its written recommendation for reappointment, including full justification, to the Department Chair. The Department Personnel Committee shall provide a copy of its recommendation and justification to the faculty member.</p> <p><u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service:</u> Faculty Appeals Committee reports its recommendations to the Provost and Senior Vice President for Academic Affairs on any appeals regarding negative reappointment recommendations by the Department Personnel Committee, the Department Chair, or the College Dean concerning faculty in the second year of service.</p>
Thursday 11/14/24	<p><u>Evaluation of Library Faculty:</u> Reviewer reviews, signs, and returns to the supervisor each library faculty member's evaluation.</p>
Monday 11/18/24	<p><u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service:</u> Department Chair submits their written recommendation on the application for reappointment, including justification, to the College Dean with a copy of the Department Personnel Committee's recommendation and justification. The Department Chair shall provide a copy of their recommendation and justification to the faculty member and the Department Personnel Committee.</p> <p><u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service:</u> Provost and Senior Vice President for Academic Affairs submits their recommendations on the application for reappointment to the President for faculty in the second year of service. The Provost and Senior Vice President for Academic Affairs shall provide a copy of their recommendation to the candidate, the Department Personnel Committee, the Department Chair, and the College Dean. If the recommendation is negative, the letter to the candidate shall constitute notice of intention not to reappoint.</p> <p><u>Promotion Recommendations:</u> Department Promotion Committee submits its written recommendation on the application for promotion, including justification, to the Department Chair with all supporting documentation. The Department Promotion Committee shall provide a copy of its recommendation and justification to the candidate.</p> <p><u>Tenure Recommendations:</u> Department Personnel Committee submits its written recommendation on the application for tenure, including justification, to the Department Chair with all supporting documentation. The Department Personnel Committee shall provide a copy of its recommendation and justification to the candidate.</p>

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	<p><u>Library Faculty Promotion Recommendations:</u> Library Promotion Committee submits its written recommendation on the application for promotion, including justification, to the University Librarian with all supporting documentation. The Library Promotion Committee shall provide a copy of its recommendation and justification to the candidate.</p> <p><u>Evaluation of Library Faculty:</u> Supervisor distributes library faculty evaluations and reviews them with each library faculty member. Supervisor and library faculty member sign the evaluation.</p>
Monday 11/18/24	<p><u>Evaluation of Library Faculty:</u> Supervisor notifies all library faculty who submitted evaluation appeals as to the supervisor’s and reviewer’s decision on the appeal. Supervisor submits to the University Librarian the supervisor’s signed evaluations of library faculty along with the Faculty Annual Reports.</p>
<u>11/18/24 – 12/6/24</u>	<p><u>Student Evaluation of Faculty:</u> Department Personnel Committee administers the University-wide student evaluations of tenured, tenure track, special purpose, full-time temporary, and adjunct (part-time) faculty for full- semester courses according to the guidelines of the <i>Teaching and Research Faculty Handbook</i>.</p>
Wednesday 11/20/24	<p><u>Evaluation of Library Faculty:</u> Last day for a library faculty member to appeal the evaluation to the supervisor and reviewer as an informal grievance.</p>

December 2024

Date	Action
Monday 12/2/24 <small>(Date occurs on Monday of the last week of classes)</small>	Request from Institutional Effectiveness and Quality Improvement (IEQI) to Personnel Committee Chairs to ask if department chairs’ evaluations will be conducted through survey software reports by IEQI or if Personnel Committee Chairs will be responsible for administering chair evaluations.
Wednesday 12/4/24	<p><u>Promotion Recommendations:</u> Department Chair submits their written recommendation on the application for promotion, including justification, to the College Dean with all supporting documentation and a copy of the Department Promotion Committee’s recommendation and justification. The Department Chair shall provide a copy of their recommendation and justification to the candidate and to the Department Promotion Committee.</p> <p><u>Tenure Recommendations:</u> Department Chair submits their written recommendation on the application for tenure, including justification, to the College Dean with all supporting documentation and a copy of the Department Personnel Committee’s recommendation and justification. The Department Chair shall provide a copy of their recommendation and justification to the candidate and to the Department Personnel Committee.</p> <p><u>Library Faculty Promotion Recommendations:</u> Last day for a library faculty member to submit response to the Library Promotion Committee and the University Librarian regarding the promotion recommendation and/or justification from the Library Promotion Committee.</p>
Thursday 12/5/24	<p><u>Evaluation of Administrative and Professional Faculty in Academic Affairs:</u> Revised Performance Expectations for the current year shall be developed no later than November 30.</p> <p><u>Evaluation of Library Faculty:</u> The University Librarian forwards each library faculty member’s evaluation from the supervisor to the Provost and Senior Vice President for Academic Affairs. If the University Librarian disagrees with the evaluation from the supervisor, the University</p>

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	<p>Librarian shall set forth their reasons for disagreement. If the University Librarian adds anything to the evaluation, a written copy of the University Librarians’ comments shall be sent to the supervisor and to the library faculty member.</p> <p><u>Evaluation of Library Faculty:</u> Revised Performance Expectations for the current year shall be developed no later than November 30.</p>
<u>12/13/24 – 1/11/25</u>	<p><u>Evaluation of Faculty:</u> An ad hoc committee consisting of three tenured faculty members mutually agreed upon by the chair and the tenured faculty member being evaluated will initiate an in-depth evaluation of any tenured faculty member whose overall evaluation rating or teaching evaluation rating falls below 3.0, which is in accord with the Post-tenure Review Policy. Within 30 days of the last day of final examinations of the previous semester, the post-tenure review ad hoc committee will develop, in consultation with any faculty member undergoing an in-depth evaluation, a strategic plan designed to remedy performance deficiencies.</p>
Friday 12/13/24	<p><u>Evaluation of Library Faculty:</u> Last day for any library faculty member who disagrees with their final evaluation to file a formal grievance according to the procedures of the <u>Administrative and Professional Faculty Handbook</u>, Section 1.10.</p>
Monday 12/16/24 <small>(Date occurs on day grades are due)</small>	<p>Date by which Personnel Committee Chairs should notify Institutional Effectiveness and Quality Improvement (IEQI) of how department chairs’ evaluations will be conducted either through survey software reports by IEQI or Personnel Committee Chairs will be responsible for administering chair evaluations.</p>
Friday 12/20/24	<p><u>Student evaluation of faculty:</u> Department Personnel Committee, Department Chair and faculty receive results from student evaluations of tenured, tenure track, special purpose, full-time temporary, and adjunct (part-time) faculty. These are released within a week of final grade submission.</p>

January 2025

Date	Action
Tuesday 1/7/25	<p><u>Reappointment of Tenure-Track and Special Purpose Faculty in first year of service and in third year and subsequent years of service:</u> College Dean submits their written recommendation on the application for reappointment, including justification, to the Provost and Senior Vice President for Academic Affairs with the recommendations and justifications of the Department Personnel Committee and the Department Chair. The College Dean shall provide a copy of their recommendation and justification to the faculty member, the Department Personnel Committee and the Department Chair.</p> <p><u>Promotion Recommendations:</u> College Dean submits their written recommendation on the application for promotion, including justification, to the Provost and Senior Vice President for Academic Affairs with the recommendations and justifications of the Department Personnel Committee and the Department Chair. The College Dean shall provide a copy of their recommendation and justification to the candidate, the Department Promotion Committee, and the Department Chair.</p> <p><u>Tenure Recommendations:</u> College Dean submits their written recommendation on the application for tenure, including justification, to the Provost and Senior Vice President for Academic Affairs with the recommendations and justifications of the Department Personnel Committee and the Department Chair. The College Dean shall provide a copy of their</p>

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	<p>recommendation and justification to the candidate, the Department Personnel Committee, and the Department Chair.</p> <p><u>Library Faculty Promotion Recommendations:</u> The University Librarian submits their written recommendation on the application for promotion, including justification, to the Provost and Senior Vice President for Academic Affairs with the recommendation and justification of the Library Promotion Committee. The University Librarian shall provide a copy of their recommendation and justification to the candidate and the Library Promotion Committee.</p>
<p>Tuesday 1/21/25</p>	<p><u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service:</u> Last day for faculty member to appeal to the Faculty Appeals Committee regarding a negative reappointment recommendation by the Department Personnel Committee, the Department Chair, or the College Dean.</p> <p><u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service:</u> Last day for second year faculty member to appeal to the Faculty Appeals Committee regarding a negative reappointment recommendation by the Provost and Senior Vice President for Academic Affairs.</p> <p><u>Promotion Recommendations:</u> Last day to submit appeal to the Faculty Appeals Committee regarding negative promotion recommendations by the Department Promotion Committee, the Department Chair, or the College Dean.</p> <p><u>Tenure Recommendations:</u> Last day to submit appeal to the Faculty Appeals Committee regarding negative tenure recommendations by the Department Personnel Committee, the Department Chair, or the College Dean.</p> <p><u>Library Faculty Promotion Recommendations:</u> Last day for a library faculty member to submit response to the University Librarian and the Provost and Senior Vice President for Academic Affairs regarding the promotion recommendation and/or justification from the University Librarian.</p>
<p>Monday 1/27/25</p>	<p><u>Annual Chair/School Director Evaluation:</u> Last day for Department Chair to submit Faculty Annual Report and report of accomplishments regarding roles and responsibilities as Department Chair to the Department Personnel Committee. Department Personnel Committee distributes chair evaluation forms to all faculty of the department, if not requested to be administered by survey software reports.</p> <p><u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service:</u> Faculty Appeals Committee reports to the President its recommendations on any appeals regarding negative reappointment recommendations for second year faculty from the Provost and Senior Vice President for Academic Affairs. The final decision is determined by the President.</p> <p><u>Evaluation of faculty:</u> Department chair provides a written evaluation for the fall 2024 semester to any adjunct (part-time) not teaching in spring 2025 based on assigned responsibilities outlined in their letter of appointment.</p>
<p>Friday 1/31/25</p>	<p><u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service:</u> Faculty Appeals Committee reports its recommendations to the Provost and Senior Vice President for Academic Affairs on any appeals regarding negative reappointment recommendations by the Department Personnel Committee, the Department Chair, or the College Dean.</p>

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February 2025

Date	Action
Monday 2/3/25	<p><u>Annual Chair/School Director Evaluation</u>: Last day for faculty to complete chair evaluation forms.</p> <p><u>Reappointment of Tenure-Track and Special Purpose faculty in their second year of service</u>: If the Provost and Senior Vice President for Academic Affairs recommends positively and the decision of the President is negative, the President shall so inform the candidate of their decision including justification. The final decision is determined by the President.</p>
Tuesday 2/4/25	Survey software reports are sent to Personnel Committees.
Wednesday 2/5/25	<p><u>Promotion Recommendations</u>: Faculty Appeals Committee reports to the Provost and Senior Vice President for Academic Affairs its recommendations on any appeals regarding a negative promotion recommendation by the Promotion Committee, the Department Chair, or the College Dean.</p> <p><u>Tenure Recommendations</u>: Faculty Appeals Committee reports to the Provost and Senior Vice President for Academic Affairs its recommendations on any appeals regarding a negative tenure recommendation by the Department Personnel Committee, the Department Chair, or the College Dean.</p>
Monday 2/10/25	<p><u>Annual Chair/School Director Evaluation</u>: Department Personnel Committee prepares written tentative evaluations of Department Chair, as a faculty member and separately as a chair, and provides these to the Department Chair.</p> <p><u>Evaluation of faculty</u>: Adjunct (part-time) not teaching in spring 2025 signs, acknowledges via email or contests with dean evaluation for fall 2024 semester.</p>
Thursday 2/13/25	<u>Annual Chair/School Director Evaluation</u> : Last day for a Department Chair to submit response to Department Personnel Committee in appeal of their evaluation.
Friday 2/14/25	<u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service</u> : Provost and Senior Vice President for Academic Affairs submits their recommendations on the application for reappointment to the President. The Provost and Senior Vice President for Academic Affairs shall provide a copy of their recommendation to the candidate, the Department Personnel Committee, the Department Chair, and the College Dean. If the recommendation is negative, then the letter to the candidate shall constitute notice of intention not to reappoint.
Monday 2/17/25	<u>Annual Chair/School Director Evaluation</u> : Department Personnel Committee notifies all Chairs who submitted evaluation appeals as to the Committee's decision on the appeal. Department Personnel Committee submits to the College Dean its written summary and overall evaluation of the Department Chair as Chair, accompanied by each Department Chair evaluation form, or survey software reports, and its evaluation of the Department Chair as faculty member.
Wednesday 2/19/25	<u>Promotion Recommendations</u> : Provost and Senior Vice President for Academic Affairs submits their written recommendation on the application for promotion to the President. The Provost and Senior Vice President for Academic Affairs shall provide a copy of their recommendation to the candidate, the Department Promotion Committee, the Department Chair, and the College Dean.

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	<p><u>Tenure Recommendations:</u> Provost and Senior Vice President for Academic Affairs submits their written recommendation on the application for tenure to the President. The Provost and Senior Vice President for Academic Affairs shall provide a copy of their recommendation to the candidate, the Department Personnel Committee, the Department Chair, and the College Dean.</p> <p><u>Library Faculty Promotion Recommendations:</u> Provost and Senior Vice President for Academic Affairs submits their written recommendation on the application for promotion to the President. The Provost and Senior Vice President for Academic Affairs shall provide a copy of their recommendation to the candidate, the Library Promotion Committee, and the University Librarian.</p>
Friday 2/21/25	<p><u>Reappointment of Tenure-Track and Special Purpose Faculty in first year of service and in third and subsequent years of service:</u> Last day for faculty member to appeal to the Faculty Appeals Committee regarding negative reappointment recommendation by the Provost and Senior Vice President for Academic Affairs.</p>
Monday-Friday 2/24/25- 2/28/25	<p><u>Student Evaluation of Faculty:</u> Department Personnel Committee administers the University-wide student evaluations of faculty for half- semester courses according to the guidelines of the <i>Teaching and Research Faculty Handbook</i>.</p>
Monday 2/24/25	<p><u>Annual Chair/School Director Evaluation:</u> Dean provides their written evaluation of the Department Chair to the Department Chair. If the Dean disagrees with the Department Personnel Committee’s evaluation of the Chair as a faculty member, they shall provide the Department Personnel Committee and the Department Chair with the written reasons for the disagreement.</p>
Wednesday 2/26/25	<p><u>Faculty Evaluation of Deans:</u> The Provost and Senior Vice President for Academic Affairs and Faculty Senate Governance Committee develop the form to be effective the next academic year used for faculty evaluation of College Deans, University Librarian according to the guidelines of the <i>Teaching and Research Faculty Handbook</i>.</p> <p><u>Promotion Recommendations:</u> Last day for faculty member to submit appeal to the Faculty Appeals Committee regarding negative promotion recommendation from the Provost and Vice President for Academic Affairs.</p> <p><u>Tenure Recommendations:</u> Last day for faculty member to submit appeal to the Faculty Appeals Committee regarding negative tenure recommendations from the Provost and Senior Vice President for Academic Affairs.</p> <p><u>Library Faculty Promotion Recommendations:</u> Last day for library faculty member to initiate an informal grievance or to submit a formal grievance regarding negative promotion recommendation from the Provost and Senior Vice President for Academic Affairs according to the <i>Administrative and Professional Faculty Handbook</i> procedures.</p>
Friday 2/28/25	<p><u>Annual Chair/School Director Evaluation:</u> Last day for a Department Chair to submit response to College Dean in appeal of their evaluation.</p>

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March 2025

Date	Action
Wednesday 3/5/25	<p><u>Annual Chair/School Director Evaluation</u>: College Dean forwards their final evaluation of the Department Chair to the Provost and Senior Vice President for Academic Affairs, along with the Department Personnel Committee's evaluations of the Department Chair as Chair and as faculty member. The College Dean shall forward to the Department Chair and the Personnel Committee a copy of their final evaluation of the Department Chair.</p>
Friday 3/7/25	<p><u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service</u>: Faculty Appeals Committee reports to the President its recommendations on any appeals regarding negative reappointment recommendations from the Provost and Senior Vice President for Academic Affairs. The final decision determined by the President.</p> <p><u>Promotion Recommendations</u>: Faculty Appeals Committee reports to the President its recommendations on any appeals regarding promotion recommendations of the Provost and Senior Vice President for Academic Affairs. The final decision determined by the President.</p> <p><u>Tenure Recommendations</u>: Faculty Appeals Committee reports to the President its recommendations on any appeals regarding tenure recommendations of the Provost and Senior Vice President for Academic Affairs. The final decision determined by the President.</p> <p><u>Library Faculty Promotion Recommendations</u>: Grievance Panel reports to the President its recommendations on any appeals regarding library faculty promotion recommendations of the Provost and Senior Vice President for Academic Affairs.</p>
Monday 3/17/25	<p><u>Reappointment of Tenure-Track and Special Purpose faculty in their first year of service and in third and subsequent years of service</u>: If the Provost and Senior Vice President for Academic Affairs recommends positively and the decision of the President is negative, the President shall so inform the candidate of their decision including justification. The final decision is determined by the President.</p>
Wednesday 3/19/25	<p><u>Promotion Recommendations</u>: If the Provost and Senior Vice President for Academic Affairs recommends positively and the decision of the President is negative, the President shall so inform the candidate of their decision including justification. The final decision is determined by the President.</p> <p><u>Tenure Recommendations</u>: If the Provost and Senior Vice President for Academic Affairs recommends positively and the decision of the President is negative, the President shall so inform the candidate of their decision including justification. The final decision is determined by the President.</p> <p><u>Library Faculty Promotion Recommendations</u>: If the Provost and Senior Vice President for Academic Affairs recommends positively and the decision of the President is negative, the President shall so inform the candidate of their decision including justification.</p>
Friday 3/28/25	<p><u>Faculty Evaluation of Deans</u>: College Deans and the University Librarian distributes to all faculty within the College/Library an annual report summarizing their accomplishments related to responsibilities as Dean/University Librarian and annual goals, covering the period since the last report to the faculty.</p>

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Monday 3/31/25	<u>Faculty Evaluation of Deans</u> : Institutional Effectiveness and Quality Improvement, (IEQI), administers the Faculty Senate Governance Committee-approved forms to all college faculty, and the University Librarian evaluation forms to all library faculty.
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April 2025

Date	Action
Friday 4/4/25	<u>Annual Chair/School Director Evaluation</u> : If the Provost and Senior Vice President for Academic Affairs disagrees with the Department Personnel Committee's or the College Dean's evaluation of the Department Chair as Chair, they shall provide the Department Chair, the College Dean, and the Department Personnel Committee Chair with a written statement of the reason(s) for the disagreement. The final evaluations of the Department Chair both as a faculty member and as a chair, following any possible appeals, become part of the Department Chair's personnel file.
Monday 4/7/25	<u>Faculty Evaluation of Deans</u> : Last day to complete College Dean and University Librarian forms.
Tuesday 4/8/25	Survey software reports are sent to Faculty Senate Governance Committee.
Wednesday 4/9/25	<u>Annual Chair/School Director Evaluation</u> : Last day for a Department Chair who disagrees with all or any part of their final evaluation to appeal to the Faculty Appeals Committee.
Monday 4/21/25	<u>Faculty Evaluation of Deans</u> : The Faculty Senate Governance Committee provides summaries of the College Dean and University Librarian evaluation surveys, including the summary report from the survey software to the Provost and Senior Vice President for Academic Affairs, the College Deans, and the University Librarian.
<u>4/21/25 – 5/2/25</u>	<u>Student Evaluation of Faculty</u> : Department Personnel Committee administers the University-wide student evaluations of tenured, tenure track, special purpose, full-time temporary, and adjunct (part-time) faculty for full semester courses according to the guidelines of the <u>Teaching and Research Faculty Handbook</u> .

May 2025

Date	Action
Thursday 5/1/25	<u>Annual Chair/School Director Evaluation</u> : Faculty Appeals Committee reports its recommendations to the Provost and Senior Vice President for Academic Affairs on any evaluation appeals from Department Chairs.
Friday 5/16/25	<u>Student evaluation of faculty</u> : Department Personnel Committee, Department Chair and faculty receive results from student evaluations of tenured, tenure track, special purpose, full-time temporary, and adjunct (part-time) faculty . These are released within a week of final grade submission.

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Friday 5/30/25	<p>Summer sessions are excluded, unless evaluations are requested by the faculty member and/or others as outlined in section 1.4.1.3 of <i>The Teaching and Research Faculty Handbook</i>. In which case, the Department Personnel Committee would administer the student evaluations of said faculty for summer courses as follows:</p> <p>Maymester during the 12-14th day, Summer I and II during the 5th week of classes, and Summer III during the 12-14th week.</p>
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June 2025

Monday 6/9/25	<p><u>Evaluation of faculty:</u> Department chair provides a written evaluation for the 2024-2025 AY (those teaching during both fall 2024 and spring 2025) OR spring 2025 semester (those teaching only during spring 2025), to the adjunct (part-time) based on assigned responsibilities outlined in their letter of appointment.</p>
Monday 6/23/25	<p><u>Evaluation of faculty:</u> Adjunct (part-time) signs, acknowledges via email or contests with dean evaluation for 2024-2025 AY OR spring 2025 semester.</p>

August 2025

Date	Action
Monday 8/25/25	<p><u>Student evaluation of faculty:</u> Department Personnel Committee, Department Chair and faculty receive results from student evaluations of tenured, tenure track, special purpose, full-time temporary, and adjunct (part-time) faculty. These are released within a week of final grade submission.</p>