

College of Law Non Tenure-Track Review Manual

Summary of Policy Compliance with USG & GSU Requirements

POLICY	Line Numbers & Notes
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Policy/Expectation - GENERAL

Policy is consistent with BOR policy

52-1506

Criteria for evaluation includes:

Instruction	56; 82-103; 140-152; 202-204; 236-252; 285-286; 634-678; 785-859; 1000-1018; 1089-1108; 1445-1457
Embedded Student Success Activities	59-64; 298-304
Research/Scholarship/Creative Activities	56; 115-124; 161-166; 205-213; 267-283; 284-286; 679-690; 787-792; 859; 865; 1109-1115; 1470-1481
Service	57; 125-135; 153-159; 181-199; 254-265; 284-286; 691-701; 787-797; 804; 822; 828; 831; 845; 855; 1019-1030; 1079-1082; 1458-1469
Student Evaluations Included (required for all faculty whose primary responsibility is teaching)	668-678; 1013-1018; 1103-1108; 1452-1453
For faculty whose primary responsibility is not teaching, excellence demonstrated in the areas where the major responsibilities lie	169-192; 284-286; 1079-1082
Due process is outlined for remedial actions	338-383
Policies identify clear and transparent assessment criteria and rubrics aligned with mission and values of the institution and college for every stage of a faculty member's career	50-304; 434-509; 785-908; 1275-1377; Appendices D-G
Policy has been approved through the college's faculty governance processes and procedures	Cover page
Instructional quality and quality learning are included (evidence of learning, student perceptions, continuous improvement methodologies, peer assessment, etc.)	56; 82-113; 140-151; 201-204; 236-252; 284-286; 634-678; 786-859; 1000-1018; 1089-1108; 1445-1461

Policy/Expectations - Student Success

Student success measures are:

Embedded in other assessment criteria	59-64; 302-304; Appendices D-G
Student success is clearly defined	59-64; 302-304; Appendices D-G
Evaluation includes assessment of the faculty member's involvement in activities inside and outside of the classroom that deepen student learning and engagement	59-64; 302-304; Appendices D-G

Policy/Expectations – Structured Reviews for Professional Development for Clinical Faculty with Presumptively Renewable Contracts

	Policy was developed in consultation with faculty	Cover page
	Policy includes due process mechanism	476-509
	Review takes place every five years following the award of presumptively renewable contracts for clinical faculty	476-509
	Faculty member is responsible for providing review materials	476-509; Appendix I

Structured Reviews for Professional Development for Clinical Faculty with Presumptively Renewable Contracts:

	Department Chair (required)	476-509; Appendix I
	Committee of faculty colleagues (required)	476-509; Appendix I
	Others (optional)	476-509; Appendix I
	Mechanism to convey results of post-tenure to faculty member	476-509; Appendix I

Policy defines a successful structured review for professional development for clinical faculty with presumptively renewable contracts.

If unsuccessful structured review, performance improvement plan is developed with input from:

	Dean (required)	476-509; Appendix I
	Department Chair (required)	476-509; Appendix I
	Committee of faculty colleagues (required)	476-509; Appendix I
	Evaluation of performance improvement plan is determined by department chair and dean after considering feedback from committee of faculty colleagues should the faculty member disagree with the initial plan proposed by the dean and department chair	338-383; 476-509; Appendix I
	Remedial actions outlined for an unsuccessful performance improvement plan	338-383

Policy/Expectations - Annual Review

	Utilizes the following Likert scale:
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1 - Does Not Meet Expectations

- 2 - Needs Improvement
- 3 - Meets Expectations
- 4 - Exceeds Expectations
- 5 - Exemplary

	Faculty member is responsible for providing materials for annual evaluation
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65-74

Criteria for evaluation includes (as appropriate to the institution; college; school; department; and workload):

	Instruction
	Student Success Activities
	Research/Scholarship/Creative Activities
	Service
	Professional Growth
	Faculty workload percentages are factored into the model
	Faculty signs statement that he/she has been apprised of the evaluation
	Faculty member may submit a rebuttal/response to the annual evaluation within a defined time period
	Appropriate supervisor acknowledges in writing receipt of rebuttal/response from faculty member within a defined time period
	Faculty given a performance remediation plan developed by the appropriate supervisor and in consultation with the faculty member for a "1" or a "2" in any one category of the annual review

56; 89-103; 144-156; 201-204; 240-256; 284-286; 634-678; 786-859; 1000-1018; 1089-1108; 1445-1456; Appendices A-G

59-64; 301-308; Appendices A-G

57; 115-124; 161; 205-218; 263-279; 284-286; 679-690; 793; 797; 859; 865; 1109-1115; 1470-1476; Appendices A-G

58; 125-135; 153-159; 180-199; 254-265; 284-286; 691-701; 1019-1030; 1079-1088; 1458-1469; Appendices A-G

416-475; 772-835; 1262-1356

Appendices A-G

Appendix C

Appendix C

Appendix C

Promotion and structured reviews for clinical faculty: 476-509; 511-545; Appendix I

Policy/Expectations - Corrective Structured Review for Clinical Faculty with Presumptively Renewable Contracts

	Policy includes corrective structured review for clinical faculty with presumptively renewable contracts after two consecutive years of receiving a "1" or a "2" on any one element for which the faculty member is evaluated
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477-545; Appendix I

**Policy/Expectations - Due Process
Following an Unsuccessful Structured
Review or Corrective Structured
Review for Clinical Faculty with
Presumptively Renewable Contracts**

Conforms to the following:

If, after successful completion of the five year review period, the Dean seeks to dismiss or non-renew a clinical faculty member for good cause related to the faculty member's job performance or fitness as a clinical teacher, the Dean shall notify the Chair of the Promotion Committee so that the committee can review the Dean's assessment. For purpose of this review, the Promotion Committee shall consist of the tenured members of the faculty and those Clinical Faculty who hold a presumptively renewable annual contract at the same or higher rank than the clinical faculty member, if possible.

The Chair of the Promotion Committee shall appoint a 3-person subcommittee consisting of the Associate Dean for Academic Affairs, one tenured professor and one clinical faculty member who holds a presumptively renewable annual contract at the same or higher rank than the Clinical Faculty member, if possible, to conduct a review of the clinical faculty member's job performance and submit a written report to the Promotion Committee.

BOR Policy 8.3.9; 518-535

	<p>Following receipt of the report, the Promotion Committee will meet to consider whether good cause has been established to terminate the clinical faculty member and whether by majority vote to recommend to the Dean the renewal or non-renewal of his or her contract. The final decision on non-renewal shall rest with the Dean.</p>
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