

SUMMARY OF CHANGES TO THE SPEED PPP

Articles 1.1 to 1.5 Faculty Appointments

These sections were changed to clean up wording and make these sections consistent with the Redbook. In addition, the temporary rank of Instructor and terms for the Professor rank were added. Furthermore, The provision that Graduate Faculty status is to be granted to tenure track faculty at initial appointment was added and the general duties and ad-hoc appointments for graduate faculty were removed and addressed by reference to the Guidelines for Graduate Education (to remove redundancy).

Article 2. Faculty Personnel Reviews

1. *Sections 2.0 to 2.3, the changes in this section were mainly to clean up the language, and to make the text consistent with the Redbook and changes in the Speed school committee structure. In addition, changes were made to address a couple of comments from the Beth Boehm report (Provost office) in the 2.2.C Proficiency for tenure section. These comments are described below:*
 - a. *The “quality” or “impact” of journals where work is placed should be referenced, and while external reviewers often do this, the letter from the department committee or chair should speak to the quality of the publications and the quality of the journals in which they are published. Further, it is the responsibility of the reviewee to include evidence to support claims that work is “accepted,” and both the departmental and unit committees should evaluate this evidence. In particular, monographs or chapters accepted for publication by an editor may or may not be accepted by a publisher; in these cases, the candidate should provide letters from both the editor and the publisher of the book. A work accepted for publication by an editor but without a publisher does not count as much as a published work.*
 - b. *Evaluation of service should incorporate criteria for assessing work that the university has asked faculty to perform but that is not necessarily rewarded within individual unit cultures; the specific examples she provided were 1) work on i2a activities; 2) work on Signature partnerships and other community engagement teaching, research, or service, and 3) entrepreneurial activities.*
2. *Changes were made to allow electronic submission of annual reviews and to remove details such as cover letters that are not needed with electronic submissions.*
3. *The school wide second level of review of evaluations by the AP & P committee if requested by a faculty was removed. There is already an appeal process and this process is redundant.*
4. *The chair annual review language was clarified.*
5. *Section 2.4 - The changes in this section were mainly to clean up the language, and to make the text consistent with the Redbook and changes in the Speed school committee structure. Some sections were moved around to improve clarity.*
6. *Section 2.5 - The changes in this section were mainly to clean up the language, and to make the text consistent with the Redbook and changes in the Speed school committee structure. Additional clarification was made to the procedures of who and how tenure and promotion applications are made, as well as how external reviewer letters are to be solicited and collected. Reference to schedules in the Appendices have been added. Clarified the makeup and responsibility of departmental faculty activity committees. Changed "questionnaire system developed by Instruction and learning Committee" to "student teaching evaluations" . Added criteria that DFAC member who is also on Speed FAC can only vote once in cases of promotion and/or tenure. Dates were*

removed from text and added to Appendix II which provides detailed schedules for promotion/tenure review.

Article 3. Conditions of Faculty Employment

- 1. The changes in this section were mainly to clean up the language, and to make the text consistent with the Redbook and changes in the Speed school committee structure.*
- 2. Section 3.1 - It was pointed out that all three hour classes are not equal and placing these numbers in here do not account for online courses, new courses or multiple sections of courses. Furthermore, while a course load of four and five per year are being generally followed for active researchers, having absolute numbers in the PPP document lowers the flexibility of the departments to meet immediate needs. The percentages were thus removed.*

Article 4 Amendments

The changes in this section were mainly to clean up the language, and to make the text consistent with the Redbook, also added electronic balloting.

Appendix I

The changes in this section were mainly to clean up the language, and to make the text consistent with the Redbook.

Appendix II

Added a Promotion and Tenure Schedule to clarify when various documents in this process are due and to whom.

Appendix III

Added Period Career Review Schedule to clarify when various documents in this process are due and to whom.

Appendix IV

Added an Annual Work Plan and Review Schedule to clarify when various documents in this process are due and to whom.

Appendix V

Added procedure for soliciting extramural review letters to be included in promotion and tenure reviews.