Non-Substantive changes to language making NTE Review Parallel Across Appointment Type

Problem—There is a discrepancy between language in the introductory NTE language in FH 5.4.1 and the newer section creating Clinical Faculty NTE appointments (FH 5.4.1.6). The discrepancy is highlighted in green.

5.4.1 Evaluation, Renewal, and Advancement Policies for Lecturer, Senior Lecturer, Clinician, Senior Clinician, and Adjunct appointments
Approved as revised by the Faculty Senate on January 15, 2008, and by the president and provost on January 23, 2008

Non-tenure-eligible faculty positions are term appointments eligible for renewal based upon the quality of performance and the continuing need of the unit. They are subject to approval by the dean and senior vice president and provost. Individuals appointed to these positions will be evaluated for compensation and advancement using established criteria appropriate to their positions. Evaluations for renewal of appointment will be conducted by an appropriate faculty committee, and recommended by the department chair at the time of reappointment. Additionally performance evaluations conducted by a faculty committee should be completed at least every six semesters of employment for those who will be considered for future re-appointment and shall be based on the individual’s PRS. (FH Section 5.1.1.2 for related information on annual reviews.)

5.4.1.6 Evaluation and Review of Clinical Faculty
For the purposes of evaluating performance, Iowa State University uses the following forms of review for non-tenure-eligible faculty.

- Annual evaluations.
- Review for renewal of appointment.
- Review for advancement.

- Reviews shall take place every three years (not counting annual evaluations) or at appointment renewal time whichever is greater.

Solution—Governance Council recommends changing the introductory text in FH 5.4.1 to apply the timeline for clinical faculty in FH 5.4.1.6 to all NTE. We see no benefit to requiring a faculty committee to review any NTE faculty member more often than is necessary for renewal.
5.4.1 Evaluation, Renewal, and Advancement Policies for Lecturer, Senior Lecturer, Clinician, Senior Clinician, and Adjunct, and Clinical Faculty appointments
Approved as revised by the Faculty Senate on January 15, 2008, and by the president and provost on January 23, 2008

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