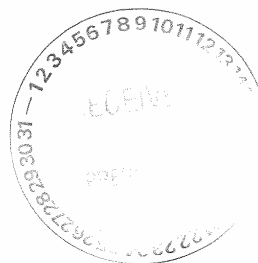




MEMORANDUM



INOUT KL RH (F) C

To: Donna E. Shalala, President

From: Mary Coombs MC
Chair, Faculty Senate

Date: November 5, 2004

Subject: Faculty Senate Legislation #2004-09(B) - Faculty vote on reappointment in the first year of a tenure track appointment

The Faculty Senate, at its October 27, 2004 meeting, voted unanimously to approve modification to Faculty Manual section C13.4 indicating that a full faculty vote on reappointment is not necessary for new tenure track faculty where the vote would occur within six months of their starting date. In such cases the first full faculty vote on reappointment would occur during the second probationary year. During the meeting it was clarified that if there appears to be good cause not to reappointment a tenure track faculty member before the beginning of the second probationary year, this may be done and there may, but need not, be a full faculty vote.

For your reference, the proposed addition to the Faculty Manual is indicated in the enclosed document in underline format.

This legislation is now forwarded to you for your action.

MC/kl

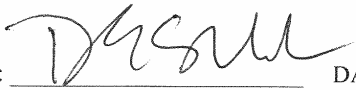
cc: Luis Glaser, Executive Vice President and Provost
Steven Green, Chair of the ad hoc Committee reviewing vote on reappointment ✓

Faculty Senate
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Coral Gables, Florida 33124
Phone: (305) 284-3721 • Fax: (305) 284-5515
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CAPSULE: Faculty Senate Legislation #2004-09(B) – Faculty vote on reappointment in the first year of a tenure track appointment

PRESIDENT'S RESPONSE

APPROVED:  DATE: 11-19-04
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Provost

EFFECTIVE DATE OF LEGISLATION: _____
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____

C5.7 Definition of Probationary Year

The probationary period shall begin with the first September of the faculty member's appointment. The first probationary year shall end on the following May.

C13.2 Types of Review

The Regular Faculty of each school and department undertakes two types of review of the performance of its members: (1) Annual reviews of individuals holding tenure-earning appointments for the purpose of reappointment and assessment of progress toward tenure and/or promotion; and (2) Special Reviews for the purposes of promotion and/or tenure, as well as for the mid-probationary period reappointment of individuals holding tenure-earning appointments. The Research Faculty, the Educator Faculty, the Librarian Faculty and the Associated Faculty of each school are subject to Annual Reviews and Special Reviews for the purposes of reappointment and promotion. Such reviews shall be undertaken by the Regular Faculty, except as provided in Section A3 of the Faculty Government Charter. Such reviews shall be carried out by the processes set forth in C13.

C13.4 Annual Reviews

Beginning with the second probationary year, All individuals holding tenure-earning appointments shall be evaluated annually by the voting faculty for the purpose of reappointment. All Research Faculty, Educator Faculty and Librarian Faculty shall be evaluated by the voting faculty for the purposes of reappointment during each year when their contracts are considered for renewal.