

## **Differences - Philosophy, Policy, & Procedures for Faculty Performance Appraisal for Tenure and Non-Tenure Track:**

1. Title of document – Non-Tenure Track includes Faculty Performance Appraisal *And Promotion*
2. Table of contents: Non-Tenure does not have elements regarding tenure under Section II
3. Purpose (page 3 for both): Non-Tenure defines superior teaching, scholarship and professional development only (not minimal teaching)
4. For Non-Tenure, Tenure information omitted (starting on page 4) as well as page 5 (for Assistant Professor, Associate Professor, and Professor)
5. Page 4 – under “Promotion”, the criteria for promotion for Non-Tenure focuses primarily on superior teaching (only)
6. For Definitions of Teaching, Scholarship and Professional Development, and Service – subheading Scholarship & Professional Development: Non-Tenure does not include “*faculty efforts must include some product, peer reviewed, and publicly presented in some scholarly forum.*”
7. Annual Performance Evaluation – different in that the one for Non-Tenure does not include “review committees at each level of review during the tenure and/or promotion process.”
8. Definitions of Ratings – for Non-Tenure document, “Excellent, Commendable, etc.” are more specific (see number 3 above – minimal teaching is not addressed in the Non-Tenure document).
9. Critical Components of Superior Teaching are the same for Tenure and Non-Tenure Track.
10. Critical Components of Superior Scholarship and Professional Development – the Non-Tenure document contains an “Other (as determined by faculty or Chairperson)” section.
11. Critical Components of Superior Service are the same in both documents.

12. Critical Components ...When considering Promotion Materials – Non-Tenure describes Lecturer/Senior Lecturer
13. Scholarship and Professional Development: for Non-Tenure, only Acquisition of professional credentials or training and /or recognition....is required. Other scholarly activities are *optional*.
14. Under definitions of Service, Non-Tenure states “*although not all areas are required.*”
15. For Non-Tenure, only one standing committee (COHS Non-Tenure Track Promotion Committee) is used to evaluate promotion requests of non-tenure faculty (as opposed to the two committees for tenure track – SON Tenure & Promotion Committee and the College Tenure & Promotion Committee).
16. Guidelines for Award of Promotion – Non-Tenure specifies length of service (during 6<sup>th</sup> year). Non-Tenure does not specify “doctoral degree”. \*Terminal degree is addressed on page 8 under Scholarship: “Terminal degree in the appropriate discipline earned if applicable as per *employment contract* (since some of us were grandfathered-in).
17. In Procedures for Promotion at Georgia College - #7 in the Tenure-Track document is omitted because it refers to the Tenure & Promotion Committee