

Motion to clarify language in Section 6.2.2.2 of the Faculty Handbook. Language added to clarify that the ratings referenced are ratings of faculty members and not a rating of the department.d

Changed with the addition of the text in red:

#### 6.2.2 The Role of the Dean and Provost

.1 The individual department plan, approved by the dean, offers the most accurate means for rating individual faculty members within the department Except for rare instances, it is not the dean's responsibility to adjust the rankings within the department.

.2 The dean's primary function in the evaluation process is to ensure equitable scoring across the College, across departments, and in rare circumstances within a department. When the dean determines that a department is out of line with the college norm, the dean will, in consultation with the chair, raise or lower the department's rating **of its faculty members**. Part of the dean's role is to ensure that individual faculty members are compared with their colleagues across campus to determine their rating and that they are not penalized if they happen to be in a department with many outstanding colleagues. Should the chair disagree with the dean's recommendation, the provost will review the materials and rule in the case. In rare cases, should the dean determine an inequitable ranking within the department, the dean will discuss the matter with the chair. Should they fail to reach agreement, the matter will be presented to the provost, who will rule in the case. The decision of the provost is final.