

**From:** Academic Senate Council  
**Sent:** Monday, February 18, 2019 9:15 PM  
**To:** Academic Senate Council  
**Subject:** IMPORTANT UPDATE REGARDING NEW ANNUAL REVIEW POLICY AND Academic Senate Council Calendar  
**Attachments:** DRAFT -- Criteria and Procedures for Annual Faculty Reviews-14feb2019.pdf; DRAFT Criteria and Procedures for Annual Faculty Reviews Senate suggested edits Dec 9.docx

Your UAMS Academic Senate Council has reviewed the recently emailed version of the New UAMS Annual Faculty Review Policy that the Provost emailed last Thursday, which is attached to this email as well as word file containing the suggested edits that the UAMS Senate provided the administration on Dec. 9.

It is important to note that all but one of our suggested edits (15 in total) were ignored.

The primary issues that your UAMS Senate Council had with the document include:

- 1) the lack of 'peer' review regarding an overall unsatisfactory annual review—we suggested requiring a chair to convene a group of peer faculty before making this important decision which may lead to a tenured faculty dismissal. The administration opted to allow the chair the option with the term 'may' instead of our suggested 'shall' seek input from senior faculty members with regard to performance metrics.
- 2) The new criteria added to the Annual Review process revolving around 'Professional Conduct' that is reviewed solely by the chairperson, which could lead to an overall 'unsatisfactory performance rating' based on conduct alone and not performance. The Senate Council contends that this additional metric was not needed since the new board policy 405.1 added a separate definition of 'pattern of disruptive behavior' has a single reason a tenured faculty member could be dismissed. We also encouraged a more 'peer review' process for this determination, rather than the sole discretion of the chairperson.

We do appreciate that in discussions during the Fall Semester that the Administration did decide to incorporate an Appeal Process in the Annual Review Policy which was a suggestion of the Senate Council.

We also certainly agree that having high standards for faculty lead to a more productive environment, so we concur that a robust Annual review process is important. However, we also feel that the guidelines should not be subject to a single opinion.

The majority (17 of 20 council members) disapprove the new policy—3 have not replied to my email request.

We encourage all UAMS faculty to review the document and send comments to the senate council ([AcademicSenateCouncil@uams.edu](mailto:AcademicSenateCouncil@uams.edu)) and to the Provost ([provost@uams.edu](mailto:provost@uams.edu))

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[WE ONLY HAVE UNTIL NEXT THURSDAY \(28<sup>TH</sup>\) TO PROVIDE FEEDBACK ON THIS IMPORTANT NEW POLICY FOR ALL UAMS FACULTY](#)

Thank you,

UAMS Academic Senate Council

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*Lee Ann*

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