First-year Review of Tenure-track Faculty

In the first-year review of tenure-track faculty, the faculty member will provide a reflective statement on teaching in addition to a Summary of Professional Activities. At the discretion of the candidate, the reflective statement on teaching may also address service and professional accomplishments. However, the purpose of this statement is to reflect on teaching and this statement is not to exceed 3 pages (1 inch margins, 12 point font). In addition, while it is encouraged that all tenure-track faculty members prepare a binder bringing together materials for review (for annual reappointment, tenure, and promotion), such binders are not included in the first-year reappointment process.

Rationale:

The FAC feels that the first-year reappointment process has become too onerous. The first-year reappointment process is largely one of impressions of the faculty member's chair, the review of classes by colleagues, and teaching evaluations by students, as additions to the reflective statements by the tenure-track faculty member. As part of this process, the FAC feels that it is essential that the faculty member reflect on teaching in his or her first semester at Utica College: what went well, what did not, plans to address changes to teaching philosophy. In addition, the production of a reflective statement on teaching is an important learning experience for faculty members in advance of their second-year reappointment process. However, the FAC feels that far too much time is spent on this endeavor at a time when the faculty member has taught for only one semester at Utica College and when the faculty member should be preparing for his or her spring semester. In addition, it is felt that little time exists between the first-year reflective statement and the second-year reflective statement, creating confusion about whether reflective statements need to change in such a short period of time.

Approved by FAC 12/1/2015