
Documents:
- *UWF Annual Evaluation, Tenure, and Promotion Policy, 2015-2016 (AET&P Policy)*

Reasons for the Review
- Given that several years have passed since the substantial revision of the AET&P Policy occurred, it is appropriate to review, assess, and revise the AET&P Policy as appropriate.
- Given that some areas of misalignment and/or lack of clarity between the CBA and the AET&P Policy may exist, it is appropriate to review and revise the AET&P Policy as appropriate and bring the AET&P Policy into alignment with the CBA, 2014-2017.

Guiding Principles for the Review
- The CBA supersedes the AET&P Policy.
- The AET&P Policy is fundamentally sound. Thus, a full revision of the AET&P Policy is neither intended nor required. This review is intended to identify areas that need clarification and conflicts within the AET&P Policy.
- The review will be a collaborative and collegial process that includes appropriate representation and transparent processes.

Intended Outcomes of the Review
- Clear alignment in the broad sense between the CBA, 2014-2017 and AET&P Policy;
- Clear alignment of the AET&P Policy processes with the process requirements of the CBA, 2014-2017;
- Uniformity and consistency of language and processes throughout the AET&P Policy;
- Improved clarity in the description of processes throughout the AET&P Policy;
- Identification of any substantive issues in the AET&P Policy that need to be addressed; and
- Development of recommendations and/or revisions to address issues identified during the AET&P Policy review.
Review Process

Phase I: Review of the Documentation
Proposed Length: Two Weeks
Focus and Task: Committee Members Review AET&P Policy and relevant sections of CBA, 2014-2017

Phase II: Review of Language and Processes
Proposed Length: Six Weeks
Focus and Tasks:
- Clarification and alignment of AET&P Policy with process requirements of CBA, 2014-2017
- Clarification of language for alignment between AET&P Policy and CBA, 2014-2017
- Recommendations consistency and alignment of process and language within the AET&P Policy

Phase III: Other Changes for Consideration
Proposed Length: Six Weeks
Focus and Tasks:
- Identification of perceived and/or identified substantive issues in the AET&P Policy
- Development of recommendations to address identified issues

Phase IV: Recommendations Presented to Provost
Proposed Length: Ongoing during review process
Focus and Tasks:
- Compilation of Task Force Recommendations
- Recommendations forwarded to Provost

Phase V: Review and Input from Stakeholders
Proposed Length: TBD
Focus and Tasks:
- Review and input by appropriate groups, e.g., chairs, deans, College Councils, Faculty Senate
- Final Recommendations forwarded to Provost