



# APSCUF-KU

ASSOCIATION OF PENNSYLVANIA STATE COLLEGE AND UNIVERSITY FACULTIES

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The purpose of this memorandum is to advise the Promotion and Tenure Committee on their responsibilities under the CBA and to identify faculty activities that may not be given appropriate weight in the University reward structure. The CBA, in Article 12: Performance Review and Evaluation of Faculty, identifies three categories for evaluation and lists some examples of indicators for those categories.

The first category is effective teaching and fulfillment of professional responsibilities. Among the multiple indicators listed for this category is "...quality of student advisement". This indicator is to be taken as including faculty efforts in orientation, the Advising Center and student recruitment and retention.

The second category is continuing scholarly growth. Among the multiple indicators listed for this category is "...development of experimental programs (including distance education)". This indicator is to be taken as including faculty efforts with learning communities, ultra, and innovative classroom strategies.

The third category is service contribution to the University and/or community. Among the multiple indicators listed for this category is "...APSCUF activity contributing to the governance of the University".

We believe that these activities, as well as the other indicators contained in the CBA, constitute commitment to the role of a faculty member as stated in the CBA and the guidelines for Promotion and Tenure. Therefore, the committees, in their deliberations and recommendations for promotion and tenure, have a responsibility to give these activities the appropriate weight within their particular categories.

Doug B. Brey      4/17/2000  
For APSCUF-KU      Date

APPROVED:

Linda L. Glasby      4/17/2000  
For Management-KU      Date

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