

**FLORIDA ATLANTIC UNIVERSITY
NOTICE OF PROPOSED REGULATION AMENDMENTS**

Date: July 6, 2012

REGULATION TITLE AND NUMBER: Faculty Evaluations (5.002).

SUMMARY: The Administration is requesting approval to amend FAU Regulations 5.002, Faculty Evaluations, and 5.005, Promotion Procedures. These amendments will remove outdated language referring to the Florida Administrative Code, and will update and clarify how faculty members are evaluated, and how all employees may be promoted. Faculty members in the faculty union bargaining unit are not affected by these amendments, as those changes are collectively bargained. This regulation amendment shall be effective August 6, 2012.

FULL TEXT OF THE REGULATIONS: The full text of the proposed regulations is attached below to this Notice. The full text of the existing regulations is posted on FAU's website at www.fau.edu/regulations. In addition, the full text of the proposed regulations and current regulation are available upon request to the Office of the General Counsel at (561) 297-3007 or GeneralCounsel@fau.edu.

AUTHORITY TO AMEND THE REGULATIONS: Article IX of the Florida Constitution and the Board of Governors Regulation Development Procedure dated July 21, 2005.

UNIVERSITY OFFICIAL INITIATING THE REGULATION AMENDMENTS:
David Kian, General Counsel

COMMENTS CONCERNING THE PROPOSED REGULATION AMENDMENTS SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW. In response, the University may solicit additional written comments, schedule a public hearing, withdraw or modify the proposed regulation amendments in whole or in part after notice, or proceed with adopting the regulation amendments. The comments must identify the regulation(s) on which you are commenting:

THE PERSON TO BE CONTACTED REGARDING THE REGULATION AMENDMENTS IS: David Kian, Office of the General Counsel, 777 Glades Road, Boca Raton, Florida, 33431, (561) 297-3007 (phone), (561) 297-2787 (fax), GeneralCounsel@fau.edu.

Florida Atlantic University

Regulation 5.002 Faculty Evaluations

(1) ~~The following will implement the provisions of Rule 6C 5.221, F.A.C., which requires that each faculty member be evaluated annually on the basis of his or her total performance in fulfilling responsibilities to the University.~~ The University shall conduct periodic evaluations of its faculty in accordance with the procedures below or for in-unit faculty, if applicable, the terms of a collective bargaining agreement. Failure to comply with this procedure shall not invalidate an evaluation or affect its substantive content, but corrective measures may be taken if a faculty member is actually harmed or prejudiced by the noncompliance.

(2) The annual evaluation shall take place ~~during the Spring Semester~~ ninety (90) days after the end of the evaluation period and shall evaluate the faculty member's performance during the ~~previous calendar year~~ evaluation period (academic year or calendar year) based on assignment.

(3) Each ~~Department Chairperson or comparable administrator~~ faculty member in an academic unit, shall be responsible for ~~preparing, developing, and collecting, and delivering to the evaluator the materials relevant to evaluate his/her~~ preparing, developing, and collecting, and delivering to the evaluator the materials relevant to evaluate ~~appropriate datae required~~ the teaching, research and other creative activities, service and other University duties. ~~of each department faculty member.~~ Faculty members with duties performed under the supervision of University officials such as Deans, Directors or the University Provost may have the performance of their specific ~~these~~ duties evaluated by their ~~immediate~~ supervisors.

(4) A faculty member's performance evaluation shall include a summary written by the evaluator. ~~Department Chairperson based where appropriate upon evaluations by the member's colleagues and consideration of student evaluations of teaching.~~ In completing this summary, the evaluator shall consider ~~cognizance shall be taken of~~ the duties formally assigned to the faculty member each ~~term~~ evaluation period.

(5) Evaluation shall be based on performance in the areas of teaching, research and other creative activity, service (including any service to public schools), ~~where applicable,~~ and other University duties.

(6) Where appropriate, the evaluation shall include evaluations by students, other faculty members, any public school officials, and other University officials responsible for supervision of the faculty member.

Specific Authority: Article IX of the Florida Constitution, 1001.706, F.S., Board of Governors Regulation 1.001. History—New 7-20-76; Formerly 6C5-5.04, 6C5-5.004. Amended 11-11-87, 11 - 12.