

Suggested Process for Ongoing Re-Evaluation of Regular Graduate Faculty Membership Status

Wright State Policy 2160 (Graduate Faculty Membership) grants regular graduate faculty membership for a period of seven years (2160.3) unless an individual program grants chooses to grant that status for a lesser period (2160.3). With this new policy comes a need to re-evaluate *all* regular graduate faculty members to re-grant regular graduate status to those who have not been evaluated in the most recent seven years.

To facilitate this re-evaluation process and to encourage the formation of “cohorts” of approximately 1/7th of regular graduate faculty to be re-evaluated in each academic year, we propose the following re-evaluation strategy be conducted over the next eight academic years, inclusive of the 2019 – 2020 and 2020 - 2021 academic years.

- 1) Existing members of the regular graduate faculty will be sorted in order of their dates of hire. This list will be split into seven approximately equal sized cohorts.
- 2) During the 2020 - 2021 academic year, each faculty member will be informed of her/his cohort and given notice when her/his re-evaluation will occur. The earliest hire date cohort will be re-evaluated in the 2021 – 2022 academic year. The next earliest in the 2022 – 2023 academic year, and so on. All expirations will be at the end of the Summer Semester of the indicated calendar year. The pattern repeats starting in 2028. This is summarized as:

2019 – 2020	No cohorts evaluated – new faculty evaluated and assigned to cohort 1
2020 – 2021	<u>No cohorts evaluated – new faculty evaluated and assigned to cohort 1</u>
2021 – 2022	Cohort 1 evaluated – new faculty evaluated and assigned to cohort 1
2022 – 2023	Cohort 2 evaluated – new faculty evaluated and assigned to cohort 2
2023 – 2024	Cohort 3 evaluated – new faculty evaluated and assigned to cohort 3
2024 – 2025	Cohort 4 evaluated – new faculty evaluated and assigned to cohort 4
2025 – 2026	Cohort 5 evaluated – new faculty evaluated and assigned to cohort 5
2026 – 2027	Cohort 6 evaluated – new faculty evaluated and assigned to cohort 6
2027 – 2028	Cohort 7 evaluated – new faculty evaluated and assigned to cohort 7
2028 - 2029	Cohort 1 evaluated – new faculty evaluated and assigned to cohort 1
2029 - 2030	Etc.

- 3) Status will be decided based on a seven-year backward looking window from the *date of evaluation*. E.G. The Cohort 7 evaluation in 2027 – 2028 will be conducted based on faculty activities in or after the 2019 – 2020 and 2020 – 2021 academic years.
- 4) Faculty who upon re-evaluation for regular status are found to not meet (a) – (d) in 2160.3 may apply for associate graduate status while working to meet the criteria for regular and may request re-evaluation at any time. Said faculty members will join the cohort that is being evaluated in the year they receive their re-certifications.

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