

Faculty Success Policy

Winthrop University College of Arts and Sciences

DRAFT: Jan 13, 2026

Preamble

The greatest asset of any college is its faculty and the Winthrop University College of Arts and Sciences therefore seeks the best possible development of and support for its faculty. Among processes contributing to faculty success are the annual reporting process, tenure and promotion processes, and the post-tenure review process, each of which affords faculty an opportunity for formative self-examination and evaluation by a supervisor. This policy is intended to provide guidance where development is needed. Specifically, this policy specifies a procedure for assisting faculty to meet expectations in an area of primary responsibility, i.e., in Student Intellectual Development, Scholarly Activity, Professional Stewardship, and/or Academic Responsibility.

In Brief

This policy is based on the annual faculty report and review process. In that process, the faculty member's Chair and Dean evaluate the faculty member's performance.¹ If, in the given year, a College of Arts and Sciences (CAS) faculty member is rated as failing to meet expectations in one of Winthrop's primary areas of evaluation, then the faculty member is encouraged to seek means of improving performance in that area; this is typically an informal matter that may involve coaching or advice from or facilitated by the faculty member's Chair.² This policy is intended to address a second, consecutive fails-to-meet evaluation in the given area of evaluation, wherein a more formal plan for success may be developed and executed. See below for specifics.

Specification of Faculty Expectations

As they are in all CAS evaluative settings, the in-rank expectations for CAS faculty performance are specified in the "CAS Alignment Statement with Roles & Rewards" document. This document includes a statement of Institutional faculty performance expectations as elaborated for faculty in this College. CAS Chair and Dean evaluate faculty performance by reference to these expectations.

Plan for Success

In the case of a second, consecutive fails-to-meet rating, and at the recommendation of the faculty member's Chair and/or Dean, the faculty member will in consultation with the Chair and/or Dean

¹ 'Chair' here refers to either the faculty member's departmental Chair or the Chair's supervisory designee (e.g., the Director of Freshman Composition); 'Dean' here refers to either the Dean or their designee (e.g., an Associate Dean).

² The expression 'needs improvement' is sometimes used instead of 'fails to meet expectations'. This policy is intended to address both equally.

compose and execute a written Plan for Success intended to realize satisfaction of the expectation/s in question. A record of the plan and its execution will be maintained in the Dean's Office.

The Plan for Success will include the following:³

- A specification of those respects in which the faculty member fails to meet expectations – to include reference to the terms specified in the “CAS Alignment Statement with Roles & Rewards” document;
- A statement of realistic goals and the means by which meeting these goals is to be assessed;
- A statement of activities intended to meet these goals;
- A timeline for the execution of these activities and/or achievement of these goals – not to exceed two years' duration;
- A statement of suggested resources, if any.

The timeline of the plan will include assessment points at the end of each semester of the plan's duration. The plan should be so-constructed that meaningful progress may be measured for the given semester. The plan supervisor (Chair and/or Dean) will communicate and discuss with the faculty member the results of each assessment specified. At the conclusion of the plan's execution, the Chair and/or Dean will indicate the outcome of the plan as a part of that year's annual faculty evaluation process. In the case of a multi-year plan, progress will be addressed by Chair and/or Dean in each annual faculty evaluation process included in the plan's duration.

Faculty Response

In the event of a second fails-to-meet rating, the faculty member will have an opportunity to address the rating in a meeting with the Chair and/or Dean. If the meeting/s result/s in a change of rating, then the appropriate change is made in annual evaluation documentation and if no fails-to-meet rating remains, then no further action is specified by this policy.

Outcome

The intent of this policy is that the faculty member should attain a greater measure of success in their work, a level of success satisfactory to both faculty member and their supervisor/s. Improved success in our educational mission merits both professional and personal pride. If at the end of the plan's execution the faculty member's performance continues to be rated below expectations, then a third year of effort may be planned and executed along the lines above. In any case, if performance continues to be rated below expectations, then the College and/or Department may pursue further means of redress consistent with existing institutional policy or precedent.⁴

³ This plan is modeled on the development plan included in Institution's post-tenure review policy, located here: <https://www.winthrop.edu/uploadedFiles/Policies/policy-pdfs/academics/2.2.26.pdf>.

⁴ For example, the processes of tenure or post-tenure review might occur and lead to their conclusion.