I. Preface

This document is an addendum to the evaluation processes and criteria established by the Department of Politics and Government for the Professor of Environmental Decision-Making and Policy. It is the responsibility of all participants in the evaluation process to review this document together with a) the politics and government departmental evaluation criteria, b) the provisions of the Faculty Code relating to tenure and promotion, and c) the Professional Standards Committee document entitled “Faculty Evaluation Criteria and Procedures.”

II. Participation in the Evaluation Process

The Professor of Environmental Decision-Making and Policy will be evaluated by the Politics and Government Department along with two members of the Environmental Studies program. The Director of the Environmental Studies program, in consultation with the evaluee and the Academic Dean, shall establish the Environmental Studies participants in the evaluation process. These participants will be part of the deliberation process. Any changes to the environmental studies participants must be agreed upon in writing by the evaluee, the Academic Dean, and the ES Program Director.

III. Criteria Unique to the Position of Professor of Environmental Decision-Making and Policy

This addendum modifies and clarifies the evaluation criteria for a unique tenure-track position that was made possible by grant monies from the Henry R. Luce Foundation’s Environmental Initiative program. The University was granted this award to establish a tenure-track position specializing in environmental decision-making and policy and to change the direction of the environmental studies program to focus on an interdisciplinary approach to problem-solving that integrates community-based service, team-teaching, and co-curricular activities.

The position in Environmental Decision-Making and Policy will be evaluated according to the criteria set forth in this addendum through the tenure decision. That is, the addendum shall remain in place for the four years covered by the Luce Foundation and the remaining two years when the candidate will be funded through normal university channels. The criteria for tenure, as amended by this section, shall not change when the grant ends.
The Politics and Government criteria for evaluation shall apply to the tenure-track position, amended as follows:

1. The evaluation committee, as defined in Section II, and the Faculty Advancement Committee will give greater weight to the community service component of this position. The evaluatee will be held to the same high standards in teaching, professional growth, and university and program service, but in all areas, quantity of performance will decrease to provide the evaluatee with the time to plan, initiate and maintain the community service component of this position. It should be noted that due to the demands of the grant, the balance among teaching, professional growth, university service, and community service will differ from more typical cases.

2. The evaluatee has been granted a reduced teaching load of 4 units per academic year for the first four years of this position. The evaluatee will use the additional time afforded by the reduced teaching load to pursue additional responsibilities consistent with the goals and mission of the environmental studies program. These may include one or more of the following components:

   a. build relationships with local and regional groups and agencies so that the campus community can better engage local and regional environmental issues;
   b. work to expand the curriculum to explore the difficulties of making choices on highly charged, technically complex issues in a democratic society; and
   c. build on ongoing efforts to foster student development through co-curricular programs.

The evaluation committee will assess success in this area by review of events, course materials and other materials submitted by the evaluatee.

The evaluation committee will consider all information and documentation provided by the evaluatee. The committee will carefully consider the evaluatee’s self analysis of his efforts to meet the obligations of the position and grant. In addition, the evaluation committee welcomes letters from outside the university that speak to the unique community service component of this position.