

## **Standing Rules adopted by the General Faculty at the September 5, 2023**

### **Resolution 2**

*Resolved*, to postpone for one year the implementation of the Faculty Evaluation Process (FEP, now outlined in Appendix C of the Faculty Manual) for those with six or more years of employment at Heidelberg. The process for these Faculty members would then commence in the 2024-2025 academic year for those who started at Heidelberg in an even year. Faculty members who are not required to complete the FEP in 2023-2024 may choose to opt into the process.

#### **Rationale:**

As one of FPC's charges is "studying and making recommendations to the Faculty regarding compensation, benefits, workload," etc., (see Faculty Constitution, Article V, Section 3.D., Item E), FPC has discussed ways to lighten Faculty members' loads. FPC saw the postponement of FEP for a subset of Faculty (13 + their chairs) as one measure we could take toward fulfilling the workload aspect of our charge.

### **Resolution 3**

*Resolved*, to waive for one year the annual FEP requirement for Faculty who have already achieved tenure prior to gaining six years of employment at Heidelberg. These Faculty members may choose to opt into the process.

#### **Rationale:**

The coming year will provide FPC members with time to determine whether this standing rule should be codified into the Faculty Manual, while lightening the load of those Faculty to whom it currently applies (2 + their chairs).