

Appendix: Transition from the current five-year cycle to the new three-year cycle

The new process will be phased in starting in 2025-2026. Faculty within their first three years of service at ARCC will begin Year One of the new process in 2025-2026. Faculty with 4-10 years of service will start the new process with Year One in 2026-2027. Faculty with 11 or more years of service will start the new process with Year One in 2027-2028. During the transition period, supervising deans may request modifications to the beginning year for an individual faculty member to accommodate a specific faculty or dean need. Faculty should continue the activities from the previous Faculty Appraisal process while they wait to start the new process. The Faculty Reflection & Growth D2L site will be published by the end of Fall 2025.