

University of Waterloo
Faculty of Environment

Department of Geography and Environmental Management
Performance review regulations and procedures for faculty

The following addendum for the Department of Geography and Environmental Management was approved at the **29 November 2024** departmental meeting:

The Departmental Performance Evaluation Committee (DPEC), chaired by and advisory to the department Chair, should reflect the breadth of research and teaching of faculty members within the unit.

- All tenured and permanent faculty members, except those on sabbatical during the academic year of the evaluation, or those excused for administrative or other reasons, are eligible to serve on the DPEC.
- All eligible members will be placed in either the physical or human geography group for the purposes of election to the DPEC.
- The DPEC will consist of four faculty members, two drawn from the physical geography group and two from the human geography group.
- DPEC members will be elected by the tenured, permanent and probationary faculty of the department.
- Each member of the DPEC will serve a four-year term. To provide continuity across evaluation cycles, one member of the committee from physical geography, and one member from human geography, will normally rotate off every two years.

Performance regulations for the Department of Geography and Environmental Management will be the same as those described in the Faculty of Environment Faculty Performance Review Regulations and Procedures approved at Faculty Council on 14 November 2024.