

THIRD YEAR REVIEWS

Third Year Review Guidelines:

A formal, comprehensive review is required for all non-tenured regular faculty by Spring semester of their third year. While each college may specify the process, all must produce a written evaluation of teaching, research and service noting strengths, weaknesses, recommendations and a concluding judgment. Based upon the judgment, one of the following recommendations should be made to the dean:

- a. The non-tenured faculty member has performed extraordinarily well in teaching and scholarship, and service is at least satisfactory. The person may be considered for tenure and promotion before his/her time-bound year.
- b. Teaching, scholarship and service are developing satisfactory but more time will be needed before a definitive recommendation on promotion and tenure can be made by the department.
- c. Significant problems are evident in teaching and/or scholarship (specify one or both). Performance is not at expected level. Progress will be monitored in annual reviews, with potential for non-renewal of contract after the fourth or subsequent years.
- d. The problems in teaching and/or scholarship are so serious that the faculty member's fourth year will be his/her last year of employment.

The department chair presents the overview to the dean for approval. Next, the chair presents the evaluation to the faculty member, allowing written response. For judgment 'c' and 'd', the dean writes the formal letter of contingent contract or last contract. A copy of the review should be sent to the Office of the Provost with related dean letter when applicable. The Third Year Review is to be included in the Promotion and Tenure Dossier.

Subsequent Annual Reviews:

Following the third year review, all non-tenured regular faculty are to have written annual reviews regarding progress toward promotion. Peer review of teaching is a required component of the annual review. Copies of annual reviews are included in Promotion and Tenure Dossiers.