

Pre-Tenure Review Policy

Rationale

The PAC is not bound by yearly evaluations from the department head, and consequently PAC evaluations for tenure and promotion could differ substantially from those of the department head. New faculty should have the opportunity to receive information from their peers about their performance early enough to make adjustments if any are necessary.

Policy

The PAC shall evaluate pre-tenure faculty members at the end of the second year, or at the midpoint of the pre-tenure period, whichever is earlier. At the option of the faculty member, the PAC may also perform a second pre-tenure review at the end of the fourth year. The purpose of these evaluations is to inform pre-tenure faculty members regarding their progress towards tenure and promotion.

The faculty member may provide to the PAC whatever documentation he or she thinks relevant in the areas of teaching, service, and scholarly achievement. This documentation may include a current curriculum vitae, a summary of class evaluations, copies of annual evaluations, annual activity reports, and a listing of relevant accomplishments. The PAC's evaluation report is the confidential property of the faculty member, and no copies shall be retained by the PAC.

*Adopted 10/07 (PAC Evaluation of New Hires)
Revised 1/17*