

Resolution to Clarify Mid-tenure Review Procedure  
December 15, 2011

WHEREAS the paragraph in the Faculty Handbook on page 3-17, VI. A. 2. reads as follows:

During the third year, a mid-tenure review will be conducted by the tenured faculty of the department, the college dean, and department chair. The review and evaluation of the faculty member by the tenured faculty shall be conducted in each department according to university procedures. The dean will provide a written summary evaluation to the faculty member, and the faculty member will be given an opportunity to disagree in writing with the dean's written evaluation within ten working days. A copy of the dean's evaluation and any response from the faculty member will be forwarded to the appropriate department chair.

WHEREAS "according to university procedures" requires interpretation;

WHEREAS the mid-tenure review should be conducted similarly in all departments;

WHEREAS the chair should be expressly included in the evaluation process;

BE IT HEREBY RESOLVED that paragraph VI. A. 2. on page 3-17 of the Faculty Handbook read:

During the third year, a mid-tenure review will be conducted by the tenured faculty of the department, **the department chair, and the college dean.** The review and evaluation of the faculty member **will commence with a called meeting of the tenured faculty. Following review and discussion of the mid-tenure materials submitted by the candidate, the faculty will provide a written evaluation of the candidate's progress toward tenure to the candidate. A copy of the evaluation will also be sent to the department chair. The department chair will further evaluate the candidate's materials and, along with consideration of the tenured faculty's evaluation, will provide a written evaluation of the candidate's progress to the candidate and the college dean.** The dean will provide a written summary evaluation to the faculty member, and the faculty member will be given an opportunity to disagree in writing with the dean's written evaluation within ten working days. A copy of the dean's evaluation and any response from the faculty member will be forwarded to the appropriate department chair.