

Performance Review and Tenure and/or Promotion Applications

	Faculty Class	Status	Detailed status	Student Evaluations	Observations		Deadlines			Comments
					Dept. Committee	Dept. Chair	Dept. Committee	Dept. Chair	Dean	
Performance Review and Evaluation	Regular (Tenured & Tenure Track)	Tenured Faculty	NA	all fall classes	one per semester	one per year	1-Apr	8-Apr	15-May	also applies to interim evaluations
		Probationary--Fall Hire	Year 1	all classes	two per semester	one per year	30-Jan	7-Feb	28-Feb	All probationary evaluations except 5th year must include recommendation on renewal/non-renewal. The 5th year evaluation is separate and distinct from a recommendation on tenure and/or promotion.
			Year 2-4	all classes	two per semester	one per year	1-Nov	8-Nov	15-Dec	
		Probationary - Fall Hire	Year 5 - applying for both tenure and promotion	all classes	two per semester	one per year	21-Oct	28-Oct	10-Dec	
		Probationary - Fall Hire	Year 5 - applying for tenure only	all classes	two per semester	one per year	1-Nov	8-Nov	15-Dec	
		Probationary--Spring Hire	Year 1	all classes	two per semester	one per year	23-Sep	30-Sep	30-Oct	
			Year 2-4	all classes	two per semester	one per year	1-Nov	8-Nov	30-Nov	
			Year 5	all classes	two per semester	one per year	1-Apr	8-Apr	15-Apr	
	RPT	Fall Hire	Year 1	all fall classes	two per semester	one per year	30-Jan	7-Feb	28-Feb	
			Year 2-5	all classes	two per semester	one per year	1-Nov	8-Nov	15-Dec	Performance review completed annually ; based primarily on teaching and service
			> 5 years	all fall classes	one per semester	one per year	1-Apr	8-Apr	15-May	Performance review completed every third year ; based primarily on teaching and service
		Spring Hire	Year 1	all classes	two per semester	one per year	23-Sep	30-Sep	30-Oct	
			Year 2-5	all classes	two per semester	one per year	1-Nov	8-Nov	30-Nov	Performance review completed annually ; based primarily on teaching and service
			> 5 years	all fall classes	one per semester	one per year	1-Apr	8-Apr	15-May	Performance review completed every third year ; based primarily on teaching and service

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	Faculty Class	Status	Detailed status	Student Evaluations	Observations		Deadlines			Comments	
					Dept. Committee	Dept. Chair	Dept. Committee	Dept. Chair	Dean		
	Temporary	Full Time	academic year	all fall classes	one per semester	one per year	1-Apr	8-Apr	15-May		
			Fall semester	all fall classes	one observation		1-Nov	8-Nov	30-Nov		
			Spring semester	all spring classes	one observation		1-Apr	8-Apr	15-May		
		Part-Time	academic year	all fall classes	one per semester	one per year	1-Apr	8-Apr	15-May		
			Fall semester	all fall classes	one observation		1-Nov	8-Nov	30-Nov		
			Spring semester	all spring classes	one observation		1-Apr	8-Apr	15-May		
Tenure & Promotion	Regular (Tenured & Tenure Track)	Tenure only	fall hire	see 5th year evaluation			15-Feb	15-Feb	NA	application due to dept. 20-Jan; chair and committee provide independent recommendations	
			spring Hire	see 5th year evaluation			1-Oct	1-Oct	NA	application due to dept. 10-Sep; chair and committee provide independent recommendations	
		Tenure & Promotion	spring hire submit tenure application on 10-Sep; promotion application on 1-Nov					15-Dec	22-Dec	22-Dec	Use tenure application; submit application according to promotion deadlines
		Promotion Year 1	NA	all classes	one per semester	one per year	1-Apr	8-Apr	15-May	Notification of intent to apply to chair by 2nd week; Year 1 evaluation does not make recommendation on tenure or promotion	
		Promotion Year 2	NA	All fall classes. Spring optional*	one per semester*	one per year*	15-Dec	22-Dec	22-Dec	Applic. due to dept. and dean 1-Nov; reviewers provide separate recommendation on tenure and/or promotion	
		* Not required but recommended in case promotion is unsuccessful. Applicant then may reapply the following year									