3rd Year Review of Probationary Faculty
College of Business
For Faculty Hired Fall 2012 or After

Probationary Faculty

In the Spring of the third year of a faculty member’s probationary period, the tenured faculty shall conduct a third year review of the candidate’s record. The purpose of this review is to: (1) provide the candidate with feedback as to whether he/she is on track for promotion and tenure and (2) provide the department chair and dean a recommendation on contract renewal. The department chair will provide a separate and independent review of the candidate’s record along with a recommendation on contract renewal to the dean.

The candidate shall provide the department chair and tenured faculty the following:

- Vita
- Evidence of Acceptable Teaching
- Evidence of scholarly papers in process or under review

On Track for Promotion and Tenure is typically defined as:

The probationary faculty member has a minimum of one acceptance at a journal on the college elite journal list and evidence of enough high level scholarly work in the pipeline to be considered on track for tenure and promotion in the sixth year.

Not on track for promotion and tenure is typically defined as:

The tenured faculty and department chair see little to no chance that the candidate will have demonstrated the necessary accomplishments listed above by the end of the fifth year. In this case the candidate shall be informed of this feedback. The candidate’s contract will not be renewed after the fourth year.

Behind – A 4th year review will be required. In this situation the candidate is determined to be behind, with some chance of catching up. In this case the same procedure as described above will be followed in the spring of the fourth year. If the candidate is not back on track, the contract will not be renewed after the fifth year.