

**FACULTY PERSONNEL COMMITTEE
RECOMMENDATION**

SR-08-09-23 FPC

Recommends that all tenure-track faculty members be provided a pre-tenure review per the attached policy.

RATIONALE:

Formal mid-probationary review provides clear, productive, and informative guidance to the candidate during the probationary period toward tenure. Annual reviews are not usually adequate for giving candidates an overall assessment of their progress toward tenure nor do they provide the same form of documentation required for a tenure portfolio. It is possible to receive a merit raise each year based on the annual review and still not meet the expected productivity required for tenure because the annual review is not necessarily linked to tenure guidelines. The pre-tenure review, midway during the probationary period, provides a valuable opportunity for feedback on progress toward tenure and promotion. This can result in increased retention by preparing junior faculty for successful tenure and promotion.

FACULTY SENATE CHAIR:

APPROVED BY THE
FACULTY SENATE: Camilla Brammer DATE: 2/27/09

DISAPPROVED BY THE
FACULTY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:
APPROVED: [Signature] (see below)* DATE: 5/13/09
DISAPPROVED: _____ DATE: _____

COMMENTS: *I spoke with Cora in the president's office and she stated there are/were no additional comments. 66

PRE-TENURE REVIEW POLICY

All tenure-track faculty members* shall be provided a pre-tenure review (half-way towards the tenure date) by their department/division and colleges utilizing the department and college tenure guidelines and process. The date of this review shall be stated in the offer letter. Colleges shall develop specific procedures for this review at the department/division and college level. Feedback shall be provided in writing by each reviewing party separately regarding progress toward tenure in all areas of responsibility, although nothing in this review guarantees eventual tenure or promotion. Each fall the college dean shall notify the faculty who will be reviewed that year and their chairs about the deadline for, and conditions of, the review within the college. Colleges may elect to provide more than one pre-tenure review during the probationary years. If the review results in a concern with the progress, a written improvement plan shall be agreed to in writing by the faculty member, the Chair, and the Dean. Implementation of this policy will begin as soon as the policy is approved by the Faculty Senate. All college policies must be submitted to, and accepted by, the Vice-President for Academic Affairs within one year of the Board of Governor's adoption.

*New hires who have been given three or more years of credit toward tenure at Marshall University will be exempt from this review unless they request it in writing.