

AY19-6-F

Faculty Senate Issue Log Form

Date-Submitted: August 25, 2019

Title-of-Issue: Schedules for Review of Mid-Year Hires

Description: Schedules for review of mid-year hires are either virtually meaningless (for first-year reviews) or could be argued to be moot (for pre-tenure review and tenure).

Rationale: Mid-year hires, who begin service in the spring semester, are required to begin the annual evaluation/reappointment process at the end of January, which is only a week or so after beginning in their new position. An evaluation of performance conducted so early in one's employment is virtually meaningless. Given the lack of value of the evaluation exercise, requiring such a review puts an undue burden on the faculty who are required to review that performance.

In terms of the pre-tenure and tenure reviews, now that faculty may apply for tenure at any point in the probationary period, this essentially makes moot schedules for pre-tenure reviews and tenure reviews for mid-year hires.

The Handbook (Policy #1411, Section VI. Pre-tenure, Paragraph 3) indicates faculty may receive a pre-tenure review no sooner than 12 months after beginning employment. That should be sufficient guidance for when a faculty member may receive a pre-tenure review, regardless of whether they begin at mid-year. In fact, given a faculty member may apply at any time for early tenure review, they are not currently required to wait for a pre-tenure review prior to applying for tenure.

Given the flexibility of the timing to apply for tenure and lack of a requirement for a pre-tenure review, it seems an undue burden on the faculty charged with reviewing faculty for pre-tenure and tenure to require them to maintain two separate schedules for those hired at mid-year and on the regular schedule.

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