

Department of Philosophy

Policy for Review of Tenured Faculty

Tenured faculty shall be reviewed every five years on a staggered basis. The department as a whole shall decide at the beginning of each academic year which tenured faculty will be reviewed.

The Committee for Review of Tenured Faculty (henceforth "the Committee") shall consist of the tenured members of the Salary Committee in a given year, including the Department Chair.

The Salary Committee in a given year shall not include tenured faculty who are scheduled for periodic review in that year.

The Committee shall convene early in the spring semester to begin the process of reviewing tenured faculty scheduled for that year.

Each faculty member under review shall submit to the Committee a report on her/his research, teaching, and service at least two weeks before the Committee's first meeting.

The Committee must present its appraisal to the faculty member within three weeks of meeting to decide its response to the faculty member's report.

Submission of documents to the Department Chair:

1. If the faculty member chooses not to respond to the appraisal, the Committee must convey the faculty member's report and the Committee's appraisal promptly to the Department Chair.
2. If the faculty member chooses to respond to the appraisal, the response must be submitted to the Committee within two weeks of receiving the Committee's appraisal. The Committee shall then convey the faculty member's report, the Committee's appraisal, and the faculty member's response promptly to the Department Chair. The Chair will then meet promptly with the faculty member and develop a written plan for the faculty member's professional development.