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**Third Year Review for Tenure Track Faculty**

**Faculty Handbook 4.05.02.3 Third Year Review**

The goal of third year review (pre-tenure) is to promote faculty development by providing probationary faculty an opportunity for a more in-depth, formative review than is provided by the annual faculty evaluation. Third year review is a formal step in the continuous evaluation of faculty performance. Pre-tenure review is part of an integrated system of pre-tenure, promotion and tenure, and post-tenure review.

**Third year review takes the place of the annual evaluation in the faculty member’s third year and serves to guide probationary faculty toward successful promotion and tenure review.** In conjunction with the appropriate administrator in the faculty member’s academic unit, candidates shall also prepare a faculty development plan which outlines the steps to be taken toward successful progress for promotion and tenure. In cases where the evaluator concludes that satisfactory progress has not yet been achieved, then together, the faculty member and the reviewer shall draw up a development plan and identify resources necessary for improvement. However, neither satisfactory performance on the review nor fulfillment of the development plan can be construed as a guarantee of promotion or tenure.

School \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Department \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Faculty Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Tenure Track\_\_\_\_\_\_\_\_ Limited Term\_\_\_\_\_\_\_\_

Date of Initial Employment at MGSC \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Number of Years Employed at MGSC (including current academic year)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Present Academic Rank \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Number of Years at this Rank (including current academic year) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Highest Degree Earned \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Discipline of Degree \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

No. Of Grad. Sem. Cr. Hrs in Discipline Beyond Degree \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Last Date Recommended for Promotion \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If Tenured, Date of Tenure\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If Not Tenured, Mandatory Tenure Year\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Examine the above data for accuracy and initial here:* Faculty\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_

**Annual Evaluation Scale:**

Indicate the level of effectiveness in Teaching, Service, Scholarship and Professional Development guided by the descriptors below. Comments must be included for all evaluation categories.

* Exceeds expectation for effective performance
* Meets expectationfor effective performance
* Needs improvement

**Evaluation:**

1. Teaching -

1. Service -
	1. To the University (advising, committee service, curricular development, committee service, course/curricular development, Student Life activities, etc.)

* 1. To the Community (service involving professional expertise)
1. Scholarship/Professional Development -

**Overall Evaluation/Comments:**

Chair’s Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dean’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Faculty Comments, if any:**

Faculty Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_