32/,&< 68%-(&7)DFXOW\ (YDOXDW DQG 7HQXUH

VXX HGX SROLFLHV KWWSV ZZZ VXX HGX SROLFLHV KWPO

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7KLV 3ROLF\ HVWDEOLVKHV D IUDPHZRUN DORQJ SKHVWSURQXRUWLRQ
GHVFULEHV D FDUHHU ORQJ SURFHVV WKDW DFNQRZOHGJHV DQG
DV D WHDFKHU PHQWRU VFKRODU DQG FRQWULEXWRU ZLWKLQ
UHVSRQVLELOLWLHV RI FROOHDJXHV DQG DGPLQLVWUDWRUV LQ

7KH IUDPHZRUN HVWDEOLVKHG LQ WKLV SROLF\ JXLGHV GHSDUW
FRQWULEXWLRQV OHDGLQJ WR D FXOWXUH RI VKDUHG UHVSRQV
)DFXOW\ PHPEHU¶V FDUHHU 7KH 7HQXUH DQG SURPRWLRQ SURF
)DFXOW\ (QJDJHPHQW LQ DOLJQPHQW ZLWK WKH YDOXHV DQG PL

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$PHULFDQ $VVRFLDWLRQ RI 8QLYHUVLW\ 3URIHVVRUV $SSOLFDEOH (WKLFV
)HEUXDU\
$VVRFLDWLRQ RI $PHULFDQ &ROOHJHV DQG 8QLYHUVLWLHV 3UDFWLFHV V
KWWSV ZZZ DDFX RUJ UHVRXUFHV DFDGHPLF IUHHGRP DFDGHPLF WHQXUH
6RXWKHUQ 8WDK 8QLYHUVLW\ 3ROLF\ 3URWHFWLRQ KWWSV ZZZ VXX HGX SROLFLHV KWPO
6RXWKHUQ 8WDK 8QLYHUVLW\ 5HVLJQDWLRQ RU)DFXOW\ KWWSV ZZZ VXX HGX SROLFLHV KWPO
6RXWKHUQ 8WDK 8QLYHUVLW\ $FDGHPLF 2WKHU SURFHVV ZZZ VXX HGX SROLFLHV KWPO
6RXWKHUQ 8WDK 8QLYHUVLW\ )DFXOW\ 'XH 3URFHVV ZZZ VXX HGX SROLFLHV KWPO
6RXWKHUQ 8WDK 8QLYHUVLW\

FORMER POLICY
DO NOT USE

)DFXOW\

7HQXUHG DQG 7HQXUH WUDFN)DFXOW\   7HQXUHG DQG 7H...

SURIHVVRU $VVRFLDWH 3URIHVVRU DQG $VVLVWDQW 3U

SRVLWLRQV PD\ DOVR KROG D)DFXOW\ SRVLWLRQ DQG E

7HQXUHG DQG 7HQXUH WUDFN)DFXOW\ DUH H[SHFWHG W

6HUYLFH /HDGHUVKLS LQ DFFRUGDQFH ZLWK WKHLU DVVL

Full Professor: 7KH UDQN RI)XOO 3URIHVVRU LV DQ DSSRL

HDUQHG WHUPLQDO GHJUHH LQ WKH ILHOG RI WKHLU

H[SHULHQFH DW 688 DV DQ $VVRFLDWH 3URIHVVRU)

FRQWLQXHG GHYHORSPHQW LQ)DFXOW\ (QJDJHPHQW

688¶V PLVVLRQ DQG WKH\ KDYH WDNHQ DGYDQWDJH

RWKHU 688)DFXOW\ PHPEHUV 7KHLU WHDFKLQJ 6FK

UHIOHFW KLJK SURIHVVLRQDO FRPSHWHQFH 'HSDUW

VSHFLILF VWDQGDUGV UHTXLUHG IRU SURPRWLRQ WR

DGYDQFHPHQW WR)XOO 3URIHVVRU PD\ EH VXEPLWW

ILIWK FRPSOHWH DFDGHPLF \HDU DV D IXOO WLPH $V

Associate Professor: 7KH UDQN RI $VVRFLDWH 3URIHVVRU LV

ZLWK DW OHDVW VHYHQ   \HDUV RI H[SHULHQFH DW

$VVRFLDWH 3URIHVVRUV KDYH H[KLELWHG FRQWLQXH

KDYH FRQWULEXWHG VLJQLILFDQWO\ WR 688¶V PLVVL

688)DFXOW\ PHPEHUV 7KHLU WHDFKLQJ 6FKRODUVK

KLJK SURIHVVLRQDO FRPSHWHQFH 'HSDUWPHQWDO K

VWDQGDUGV UHTXLUHG IRU SURPRWLRQ WR $VVRFLD

WR $VVRFLDWH 3URIHVVRU DQG 7HQXUH DUH VXEPL

\HDU DV D IXOO WLPH $VVLVWDQW 3URIHVVRU (DUO\

VHH UHOHYDQW VHFWLRQ EHORZ

Assistant Professor: 7KH UDQN RI $VVLVWDQW 3URIHVVRU LV

7HQXUH WUDFN $VVLVWDQW 3URIHVVRUV H[KLELW SU

DQG 6HUYLFH /HDGHUVKLS 7KH\ DUH HQJDJHG LQ GL

SHUPLW WKHP WR LQFUHDVH WKHLU FRPSHWHQFH LQ

WR D KLJKHU UDQN

1RQ 7HQXUH 7UDFN)DFXOW\ 7HQXUH WUDFN 177)DFXOW\ D

KWWSV ZZZ VXXDGGX FRQWLVW RI)DFXOW\ KROGLQJ WKH

$VVRFLDWH 3URIHVVRU 177 $VVLVWDQW 3URIHVVRU 7UDF

DUH)DFXOW\ ZKR DUH XQGHU FRQWUDFW QXEHW 1RRW7HQXU

)DFXOW\ KROG D JUDGXDWH GHJUHH LQ WKHLU ILHOG RI

DQG D UHOHYDQW JUDGXDWH GHJUHH 1RQ 7HQXUH WUDF

WHDFKLQJ 6FKRODUVKLS DQG 6HUYLFH /HDGHUVKLS LQ

UHVSRQVLELOLWLHV DV GHWHUPLQHG E\ WKH GHSDUWP

Associate Professor (NTT): 7KLV UDQN LV DQ DSSRLQWPHQW IR

VHYHQ \HDUV RI H[SHULHQFH DW 688 DV DQ $VVLV

3URIHVVRUV 177 KDYH H[KLELWHG FRQWLQXHG JURZ

FRQWULEXWHG VLJQLILFDQWO\ WR 688¶V PLVVLRQ LQ

7HDFKLQJ (IIHFWLYHQHVV 7KHLU WHDFKLQJ VHUYLF

UHIOHFW KLJK SURIHVVLRQDO FRPSHWHQFH DQG FXU

HYDOXDWLRQ FULWHULD GHOLQHDWH VSHFLILF VWDQ

3URIHVVRU 177 $SSOLFDWLRQV IRU DGYDQFHPHQW

VXEPLWWHG DW WKH FRQFOXVLRQ RI WKH VL[WK FRP

$VVLVWDQW 3URIHVVRU 177

Assistant Professor (NTT): 7KLV UDQN LV DQ DSSRLQWPHQW IR

\HDUV RI H[SHULHQFH DW 688 DV D /HFWXUHU $VV

GHPRQVWUDWHG DELOLW\ LQ WKH DUHDV RI WHDFKLQ

PDLQWDLQHG FXUUHQF\ LQ WKHLU ILHOG DQG DUH IX

UHVSRQVLELOLWLHV FRQVLVWHQW ZLWK WKH FROOHJ

HYDOXDWLRQ FULWHULD GHOLQHDWH VSHFLILF VWDQ

3URIHVVRU 177 $SSOLFDWLRQ IRU DGYDQFHPHQW \

VXEPLWWHG DW WKH FRQFOXVLRQ RI WKH IRXUWK FR

/HFWXUHU

Lecturer: 7KH WLWOH RI /HFWXUHU LV DQ HQWU\ OHYHO

D SULPDU\ UHVSRQVLELOLW\ IRU HIIHFWLYH WHDFKLQ

DQG D VHFRQGDU\ UHVSRQVLELOLW\ IRU GHSDUWPHQ

6SHFLDO $SSRLQWPHQW $SSRLQWPHQWV H J 3URIHVVL

5HVLGHQFH 'LVWLQJXLVKHG)HOORZ 7¶V &DUHHU HPSOR\

LQ UHVLGHQFH RU DUWLVW LQ UHVLGHQFH UHTXLUHV SU

DSSRLQWHH ZLOO EH WHDFKLQJ RU D VSHFLDOL]HG FHU\

IRU SURPLQHQFH DQG H[SHULHQFH DUH DUWLFXODWHG E

&KDLU DQG DUH VXEMHFW WR DFWLRQ E\ WKH 'HDQ DQG

3URIHVVRU (PHULWXV 7KH 8QLYHUVLW\ UHFRJQL]HV WKH

ZKR KDYH UHWLUHG IURP 688 $ 3URIHVVRU (PHULWXV PD

PD\ QRW EH FXUUHQWO\ HPSOR\HG DW DOO

FACULTY ENGAGEMENT Faculty at SUU actively engage wi...
and enhance the overall university experience Fac...
curricular co curricular and extracurricular acti...
responsible and productive members of society who...
cultures and places Efforts in Faculty Engagement...
evidence based teaching practices mentoring stud...
student generated scholarly papers or professiona...
utilizing High Impact Practices as defined by the Ass...
supervising alternative breaks or other formalized...
supervising student clubs and other organizations...
university community implementing cooperative edu...
and participating in programs that enhance studen...
extends to meaningful participation in Service Lead...
University Faculty Promotion and Tenure P T Mento...
opportunities outside the university and scholar...
specific types of activities and expected level of Fa...
evaluation criteria
Peer Review Peer Review involves evaluation of a pe...
same or related occupation profession or industr...
Review Each department outlines appropriate crit...
contributions

3URPRWLRQ DQG 7HQXUH 3 7 &RPPLWWHHV &ROOHJH 6FKR

HYDOXDWH)DFXOW\ FRQWULEXWLRQV DFFRUGLQJ WR SURFH

FRPPLWWHHV DUH HVWDEOLVKHG DFFRUGL)DFXOW\RHPFHEUW-

UHODWHG DV GHVBRLOQLHFG KLQ W6V8 ZZZ VXX HGX   KWPO WR

ZKR LV DSSO\LQJ IRU 7HQXUH DUH LQHOLJLEOH WR VHUYH R

ZLOO EH LQ DFFRUGDQFH ZLWK H[LVWLQJ SROLFLHV RI 688

&ROOHJH 6FKRRO 3 7 &RPPLWWHH	&RPPLWWHH 3 7 &R
9RWLQJ 0HPEHUV	IURP HDFK &ROOH WKDW KDV 7HQXUH(

6FKRODUVKLS ODUO\ ZRUN LV GHHSO\ LQIRUPHG E\ FXUUHQW
LQWHUSUHWHG DQG GHSOR\HG ZLWK SXUSRVH DQG LQWHQW
XQGHUVWDQGLQJ OHDGV WR LQQRYDWLYH FXUULFXOXP DQG
LVVXHV RU SUREOHPV ZLWKLQ WKH FRPPXQLW\ DQG RU LQW
GLVFLSOLQHV RU DUHDV RI LQTXLU 6FKRODU\ ZRUN FXOPL
E\ SHHUV DQG LV DFFHSWDEOH E\ DSSURYHG GHSDUWPHQWD
FUHDWLYH DFWLYLW\ ZKHQ GHILQHG WKURXJK GHSDUWPHQW
'HSDUWPHQW &KDLU DQG WKH 'HDQ RI WKH &ROOHJH 6FKRRO
DGRSW LGHDV VXFK DV WKH %R\HU PRGHO V LQFOXVLYH YLH
WKH RYHUDUFKLQJ IUDPHZRUN DQG VKDUHG YDOXHV RI 688
6HUYLFH /HDG3DUWLFLSDWLRQ XVXDOO\ E\ WHUP RI DSSRLQ
PHPEHU¶V GHSDUWPHQW &ROOHJH 6FKRRO 8QLYHUVLW\ FF
RUJDQL]DWLRQV 6XFK 6HUYLFH /HDGHUVKLS LV YLWDO WR V
&KDLUV DUH UHVSRQVLEOH IRU PRQLWRULQJ WKH 6HUYLFH /
DQ LQRUGLQDWH DPRXQW RI GHSDUWPHQW &ROOHJH 6FKRRO
DVVLJQHG DQG WKDW VRPH OHYHO RI HTXLW\ H[LVWV DPRQ
6KDUHG *RYHU6KDQDFGH *RYHUQDQFH SURYLGHV YDULRXV LQGL
YRLFH LQ NH\ GHFLVLRQ PDNLQJ SURFHVVHV WKURXJK HOHF
,W DOORZV IRU WKH SULPDU\ GHFLVLRQ PDNLQJ UHVSRQVLE
XQGHU ZHOO GHILQHG FRQGLWLRQV 7KH FRQFHSW RI 6KDUH
RI WKH YDULRXV LQGLYLGXDOV DQG JURXSV LQYROYHG LQ F
SURYLGHV RSSRUWXQLWLHV IRU MRLQW SODQQLQJ DQG HIIR
Sà XLPA YLGYSHQLG8QL°@0 RU 1@0 À p`D`ROXQPJUQ,s`0 € °U p^W

$SSOLFDELOLW\

7KLV 3ROLF\ DSSOLHV WR 7HQXUHG 7HQXUH 7UDFN DQG 1R(
8QLYHUVLW\ 688 ZLWK IXOO WLPH RU SDUWFWLPPHSXVDSSRZHQ
)DFXOW\ VHUYLQJ DV DGPLQLVWUDWRUV KDYLQJ)DFXOW\ VW
ZLWK OLPLWHG WHUPV VXFK DV DGMXQFWV YLVLWLQJ)DFX

9DOXH 6WDWHPHQW

6RXWKHUQ 8WDK 8QLYHUVLW\ UHFUXLWV UHZDUGV DQG UH
VWXGHQWV EHFRPH HGXFDWHG HQJDJHG DQGXOWLRVGXFFROWYUH
LQFOXGH HQJDJHPHQW ZLWK VWXGHQWV LQVLGH DQG RXWVL
HYLGHQFH EDVHG SHGDJRJLFDO SUDFWLFHV 7HDFKLQJ (IIHF
688 SDUWLFLSDWH LQ 6FKRODUVKLS 6KDUHG *RYHUQDQFH
688¶V PLVVLRQ DQG YLVLRQ)DFXOW\ DGYDQFH 688 V PLVVL

)DFXOW\ (YDOXDWLRQ 3URFHVV

3XUSRVH 7R HVWDEOLVK JXLGHOLQHV DQG SURFHGXUHV
DQG 7HQXUH

7KLV VHFWLRQ GHVFULEHV ERWK WKH GHYHORSPHQWDO
UHJDUG WR WKH ODWWHU)DFXOW\ LQYROYHPHQW LQ WK
6KDUHG *RYHUQDQFH 7KH YHU\ DFW RI KDYLQJ RQH¶V S
SURIHVVLRQDO LQ KLJKHU HGXFDWLRQ HQVXUHV WKDW W
DQG GULYLQJ WKH SURFHVV ,Q WKLV UHVSHFW WKH HY

ANNUAL REVIEW PROCEDURE FOR TENURE TRACK PROFESS
LECTURERS

ASSISTANT PROFESSORS TENURE TRACK AND NON TE
AND COLLABORATE WITH A PROMOTION AND TENURE
OF EACH ACADEMIC YEAR TO EVALUATE THE FACULTY
DESCRIBES PROGRESS TOWARD THE PREVIOUS YEAR'
PLAN AND TO DEVELOP A NEW FACULTY ENGAGEMENT
YEAR THE P T MENTORSHIP TEAM IS SELECTED THRO
DEPARTMENT THE DEPARTMENT DEFINED SELECTI
CHANGE THE P T MENTORSHIP TEAM WHEN NECESSARY
WHETHER THE P T MENTORSHIP TEAM MUST INCLUDE
DEPARTMENT OR WHETHER IT CAN INCLUDE MEMBE
CHAIRS CANNOT SERVE ON P T MENTORSHIP TEAMS
THE P T MENTORSHIP TEAM FOR ASSISTANT PROFESS
LEAST ONE ANT M°RS NTECTUR° p€`p€[NTECTM pTR

7KH)DFXOW\ PHPEHU DQG 3 7 0HQWRUVKLS 7HDP IRU
&RQWULEXWLRQ 5HSRUW 3ODQ DQG HYDOXDWLYH OH
WKH VFKHGXOH $SSHQGL[%HV LQ

7KH 'HSDUWPHQW &KDLU UHYLHZV WKH)DFXOW\ (QJD
7KH 'HSDUWPHQW &KDLU¶V UHYLHZ LQYROYHV WKUHH
GHDGOLQHV $SSHQGL[%

'LVFXVV ZLWK WKH)DFXOW\ PHPEHU WKHLU)DFX
5HSRUW ZKLFK GHVFULEHV WKH SURJUHVV WRZD
DGGLWLRQDO DQG RU VHQVLWLYH LVVXHV SHUWD
PHPEHU¶V FRQWULEXWLRQV WR WKH 8QLYHUVLW\
'HWHUPLQH ZKHWKHU WKH)DFXOW\ (QJDJHPHQW
ZLWK UHVSHFW WR WKH)DFXOW\ (QJDJHPHQW GH
GHSDUWPHQWDO HYDOXDWLRQ FULWHULD 7KHUH

7KH)DFXOW\ (QJDJHPHQW &RQWULEXWLRQ 3
DFFHSWDEOH ,Q WKLV FDVH WKH 'HSDUWPH
7KH)DFXOW\ (QJDJHPHQW &RQWULEXWLRQ 3
XQDFFHSWDEOH ,Q WKLV FDVH WKH 'HSDUW
)DFXOW\ PHPEHU DQG WKH 3 7 0HQWRUVKLS 7
(QJDJHPHQW &RQWULEXWLRQ 3ODQ $IWHU I
UHSHDWHG

6HQG D ZULWWHQ UHYLHZ RI WKH)DFXOW\ (QJDJ
WKH)DFXOW\ PHPEHU DQG WKH 'HDQ¶V 2IILFH DF
GHDGOLQHV $SSHQGL[%7KLV UHYLHZ LQFOXGHV WKH 3
HYDOXDWLYH OHWWHU 7KH 'HSDUWPHQW &KDLU¶
RQH   RI WKH IROORZLQJ UDWLQJV

$FFHSWDEOH 3URJUHVV WRZDUG)DFXOW\ (QJ
'HYHORSPHQW 5HTXLUHG IROORZHG E\ D GHV
GHVFULSWLRQ RI QHFHVVDU\ DFWLRQV

%HIRUH WKH 'HSDUWPHQW &KDLU VHQGV ZULWWHQ U
SUHVHQW WKHLU)DFXOW\ &RQWULEXWLRQ 3ODQV D
3URIHVVRUV VHH EHORZ WR WKHLU HQWLUH GHSDU
PHFKDQLVP IRU WKLV SUHVHQWDWLRQ WKDW LV DSSU

ð p€0CDÐ SUJQQ QHVH%HIRUH WKmÀ

$W WKH FRQFOXVLRQ RI HDFK)LYH <HDU 3ODQ SHULR
'HDQ DQG 3URYRVW DOO UHYLHZ WKH)DFXOW\ PHPEH
VFKHGXOH RI [Appendix] WKH)DFXOW\ PHPEHU DOVR
<HDU 3ODQ IRU WKH XSFRPLQJ UHYLHZ F\FOH WKDW
GHVFULEHG DERYH

$OO GHSDUWPHQWV XVH D JHQHUDO)$SSHHQGDLY $
WKDW FRQVLVWV RI

$ WR SDJH QDUUDWLYH FDOOHG WKH)LYH
WRZDUG WKHLU PRVW UHFHQW)LYH <HDU 3OD
FDQ LQFOXGH MXVWLILFDWLRQV WR GHYLDWL
$SSHQGLFHV WKDW LQFOXGH WHDFKLQJ SRUV
VXFK DV VWXGHQW HYDOXDWLRQV SHHU HYD
GHOLYHU\ GHVLJQ SURIHVVLRQDO GHYHORSP
RI HYLGHQFH IRU 7HDFKLQJ (IIHFWLYHQHVV

,I WKH 'HSDUWPHQW &KDLU &ROOHJH 6FKRRO 'HDQ
PHPEHU KDV QRW PDGH VXIILFLHQW SURJUHVV WRZD
WRJHWKHU WR FUHDWH D GHYHORSPHQW SODQ 7KH
UHYLHZ SURFHVV VLPLODU WR WKH 7HQXUH WUDFN S
WKH H[SHFWDWLRQV GHVFULEHG LQ WKH GHYHORSP
3ODQ KRZHYHU VWLOO PXVW EH DFKLHYHG ZLWKLQ
,Q WKH FDVH RI D GLVSXWH EHWZHHQ WKH)DFXOW\
'HDQ ZLOO VHUYH DV DUELWUDWRU
)RU)LYH <HDU UHYLHZV RI 'HSDUWPHQW &KDLUV DW
DG KRF GHSDUWPHQWDO FRPPLWWHH FR...)DF
PHPEHUV LV FRPPLVVLRQHG E\ WKH VHQLRU PHPEHU
UHYLHZ RI WKH ILYH \HDU UHSRUW DQG ILYH \HDU S
WR WKH GHDQ RI WKH FROOHJH ,I WKHUH DUH LQVXI
GHSDUWPHQW 7HQXUHG)DFXOW\ IURP RWKHU GHSDU
,Q FDVH RI D GLVSXWH RU FRQIOLFW RI LQWHUHVW E
KRF GHSDUWPHQWDO FRPPLWWHH WKH 'HSDUWPHQW
&ROOHJH 6FKRRO ZKR ZLOO DWWHPSW RU UHFRQVWLWXWL
DG KRF FRPPLWWHH ZLWK DV PDQ\ 7HQXUHG)DFXOW\
WKHUH DUH LQVXIILFLHQW 7HQXUHG)DFXOW\ PHPEHU
IURP RWKHU GHSDUWPHQWV ZLWKLQ WKH &ROOHJH 6

5HVSRQVLELOLWLHV

5HVSRQVLELOLWLHV RI WKH 3 7 0HQWRUVKLS 7HDP

7KH 3 7 0HQWRUVKLS 7HDP PHHWV ZLWK WKH /HF

EHJLQQLQJ RI HDFK DFDGHPLF \HDU DFFRUGLQJ \

$SSHQGLY %7KH 3 7 0HQWRUVKLS 7HDP PHQWRUV \

DSSURSULDWHO\ GRFXPHQW SURJUHVV WRZDUG W

(QJDJHPHQW &RQWULEXWLRQ 3ODQ DQG WR DSS

&RQWULEXWLRQ 3ODQ IRU WKH XSFRPLQJ \HDU (

$SSHQGLY &)ORZ FKDUWV IRU HYDOXDWLRQ

.__Y 7KH 3 7 0HQWRUVKLS 7HDP VXEPLWV DQ HYD

&KDLU WKDW LQFOXGHV RQH RI WKH IROORZLQ

$FFHSWDEOH 3URJUHVV WRZDUG)DFXOW\ (QJ

'HYHORSPHQW 5HTXLUHG IROORZHG E\ D GHV

GHVFULSWLRQ RI QHFHVVDU\ DFWLRQV

5HVSRQVLELOLWLHV RI WKH 'HSDUWPHQW &KDLU
7KH 'HSDUWPHQW &KDLU FROODERUDWHV ZLWK W
ZKLFK 3 7 0HQWRUVKLS 7HDPV DUH FRQVWLWXWH
WKH FDSDELOLWLHV DQG FKDUDFWHULVWLFV RI \
QHHGV DQG SURIHVVLRQDO JRDOV RI WKH $VVLV
1RQ 7HQXUH 7UDFN DQG /HFWXUHUV 7KH V\VWH
3 7 0HQWRUVKLS 7HDP PHPEHUV ZKHQ DSSURSUL
$VVLVWDQW 3URIHVVRUV 177 DQG /HFWXUHUV '
$VVRFLDWH 3URIHVVRU 7HQXUHG RU 1RQ 7HQXUH
0HQWRUVKLS 7HDPV IRU 7HQXUH 7UDFN)DFXOW\
7HQXUHG)DFXOW\ PHPEHUV

7KH 'HSDUWPHQW &KDLU UHYLHZV DQG HYDOXDW
&RQWULEXWLRQ 5HSRUWV 3ODQV IRU DOO $VVLV
1RQ 7HQXUH 7UDFN DQG /HFWXUHUV LQ WKH GHS
UHYLHZV DQG HYDOXDWHV DOO)LYH <HDU 3ODQV
$VVRFLDWH 3URIHVVRUV ERWK 7HQXUHG DQG 1R
WKH GHSDUWPHQW ,Q DGGLWLRQ WR WKH PDWWHH
'HSDUWPHQW &KDLU PD\ FRQVLGHU RWKHU LQIRU
SHHU HYDOXDWLRQV VXPPDULHV RI UHOHYDQW D
(YDOXDWLRQ WHPSO DSSHQGL[& DUH QRZ FKDUWV IRU
SURFHVVHV D UHVSRQG L%Q

7KH 'HSDUWPHQW &KDLU PHHWV ZLWK $VVLVWDQ
1RQ 7HQXUH 7UDFN DQG /HFWXUHUV WR GLVFXVV
)DFXOW\ &RQWULEXWLRQ 3ODQ WKH)DFXOW\ &R
DQG DQ\ DGGLWLRQDO DQG RU VHQVLWLYH L¶VVXH
SHUIRUPDQFH 7KH)DFXOW\ PHPEHU PD\ UHTXHV
'HSDUWPHQW &KDLU FRQVLGHU FKDQJHV WR WKH
GHSDUWPHQWDOO\ GHILQHG SURFHGXUHV 7KH 'H
ZLWK $VVRFLDWH 3URIHVVRUV ERWK 7HQXUHG D
WR GLVFXVV SURJUHVV WRZDUG WKHLU)LYH <HD
PHPEHUV DUH QRW UHVSRQVLEOH IRU DQ DQQXDO
,I D)DFXOW\ (QJDJHPHQW &RQWULEXWLRQ 3OD
XQDFFHSWDEOH WKH 'HSDUWPHQW &KDLU FRFRQVX
 IRU $VVLVWDQW 3URIHVVRUV DQG /HFWXUHUV D
SODQ

7KH 'HSDUWPHQW &KDLU SUHSDUHV D OHWWHU IR
7HQXUH 7UDFN DQG 1RQ 7HQXUH 7UDFN DQG /HF
WRZDUG WKH SUHYLRXV \HDU¶V)DFXOW\ &RQWUL
3ODQ IRU WKH XSFRPLQJ \HDU DQG DQ\ DGGLWLR
SHUWDLQLQJ WR WKH)DFXOW\ PHPEHU¶V SHUIRU
7KH 'HSDUWPHQW &KDLU SUHSDUHV D OHWWHU IR
7HQXUHG DQG 1RQ 7HQXUH 7UDFN DQG 3URIHVVR
3ODQ DW WKH EHJLQQLQJ RI HDFK ILYH \HDU SHU
QHFHVVDU\ DQG DQ\ DGGLWLRQDO DQG RU VHQV
PHPEHU¶V SHUIRUPDQFH

0LG 3RLQW 5HYLHZ 3URFHVV

3XUSRVH 7R HVWDEOLVK JXLGHOLQHV DQG SURFHGXUHV
7HQXUH WUDFN)DFXOW\ WKLV LV D PDMRU UHYLHZ FRQG
DVFHUWDLQ ZKHWKHU WKH LQGLYLGXDO LV RQ WUDFN W

0LG 3RLQW 5HYLHZ 3URFHVV IRU 7HQXUH WUDFN)DFXOW
DFFRUGLQJ WR WKH WDEOH EHOR $SSHQGL[%HH DUH 3ULR
5HYLHZ LV SDUW RI WKH FULWHULD IRU UDQN DGYDQFHP

<HDUV *UDQWHG <HDUV RI	<HDUV %HIRUH (DUO\ DW	
7RZDUG 7HQXUH 6HUYLFH %H 7HQXUH	%HIRUH 7H	
7LPH RI +LULQ 0LG 3RLQW $SSOLFDWLR $SSOLFDW		
5HYLHZ	2SWLRQDO	
IXOO \HDUV	IXOO \HDUV	IXOO \HD
IXOO \HDUV	IXOO \HDUV	IXOO \HD
IXOO \HDUV	IXOO \HDUV	IXOO \HD
IXOO \HDU1RW HOLJLEOH	IXOO HDD	
7HQXUH		

0LG 3RLQW 5HYLHZ (DUO\ 7HQXUH DQG

5HVSRQVLELOLWLHV

5HVSRQVLELOLW\ RI WKH)DFXOW\ 0HPEHU 7KH 7HQX
SRUWIROLR WKDW FRQVLVWV RI WKH SULRU DQQX
(QJDJHPHQW &RQWULEXWLRQ 3ODQ LQFOXGLQJ WK
&RQWULEXWLRQ 3ODQ   ZRUN GRQH WKDW QXUHXXOW
DSSOLFDWLRQ FRYHU VKHHV SHUQOLG 3RLQW 5XSSR
GRFXPHQWDWLRQ DV GHWHUPLQHG E\ WKH GHSDUWP
WR WKH FRYSSHQGLG 'WQLV SRUWIROLR LV VXEPLWW
0HQWRUVKLS 7HDP DFFRUGLQJ WR SSHQGLG 7XKH RI
)DFXOW\ PHPEHU PD\ UHTXHVW LQ ZULWLQJ WR WKH
SULRU WR WKH EHJLQQLQJ RI)DOO VHPHVWHU WKDV
DG KRF 'HSDUWPHQW 3 7 &RPPLWWHH UDWKHWKHDQ 7KDQ
KRF FRPPLWWHH ZLOO EH FRPSRVHG RI WKUHH   7H
7HQXUHG DQG 7HQXUH WUDFN PHPEHUV RI WKH GHSD
DQRWKHU XQLW PD\ VHUYH DV QHHGHG

0LG 3RLQW 5HYLHZ 3URFHGXUH IRU 7HQXUHG)DF
0LG 3RLQW 5HYLHZV DV WKH\ IROORZ WKHQXUHTXL
UHYLHZ GHVFULEHG LQ 6HFWLRQ ,9 , RI WKLV 3I
0LG 3RLQW 5HYLHZ 3URFHGXUH IRU 1RQ 7HQXUH
)DFXOW\ PHPEHUV GR QRW VXEPLW 0LG 3RLQW 5H
DGYDQFHPHQW SURFHGXUH GHVFULEHG LQ 6HFWL

5HVSRQVLELOLWLHV RI 3 7 0HQWRUVKLS 7HDP
7KH 3 7 0HQWRUVKLS 7HDP UHYLHZV WKH 0LG 3R
)DFXOW\ (QJDJHPHQW GHILQLWLRQ 688¶V PLVVLF
FULWHULD 7KH 3 7 0HQWRUVKLS 7HDP SUHSDUHV
PHPEHU¶V)DFXOW\ (QJDJHPHQW &RQWULEXWLR
WHPSODWHV DSSHQGLG &LOORZ FKDUWV IRU HYDOX
DUH IRXSSHQGLG %

7KH 3 7 0HQWRUVKLS 7HDP¶V HYDOXDWLYH OHWW
UDWLQJV

$FFHSWDEOH 3URJUHVV WRZDUG)DFXOW\ (QJ
'HYHORSPHQW 5HTXLUHG IROORZHG E\ D GHV
GHVFULSWLRQ RI QHFHVVDU\ DFWLRQV

7KH)DFXOW\ PHPEHU KDV DQ RSSRUWXQLW\ WR U
0HQWRUVKLS 7HDP¶V HYDOXDWLRQ EHIRUH LW LV
DFFRUGLQJ WR WKH VFKHSXOOGRI %HDGOLQHV LQ
7KH 3 7 0HQWRUVKLS 7HDP IRUZDUGV WKH 0LG 3R
DQG UHFRPPHQGDWLRQ WR WKH 'HSDUWPHQW &K
GHDGOLSSHVHQGLG %

5HVSRQVLELOLWLHV RI WKH 'HSDUWPHQW &KDLU

7KH 'HSDUWPHQW &KDLU UHYLHZV DOO 0LG 3RLQ'
PHPEHUV LQ WKH GHSDUWPHQW ,Q DGGLWLRQ W
PHPEHU WKH 'HSDUWPHQW &KDLU PD\ FRQVLGHU
LQWHUYLHZV SHHU HYDOXDWLRQV VWXGHQW HY
DQG RWKHU SHUWLQHQW LQIRUPDWLRQ 7KH 'HSD
WKDW HYDOXDWHV DOLJQPHQW ZLWK WKHV)PDFXOV\
DQG GHSDUWPHQWDO HYDOXDWLRQ FULWHULD (\
$SSHQGL[Y)ORZ FKDUWV IRU HYDOXDWLRRQSSHURGFLH\
.__Y 7KH OHWWHU LQFOXGHV RQH RI WKH IRO
$FFHSWDEOH 3URJUHVV WRZDUG)DFXOW\ (QJ
'HYHORSPHQW 5HTXLUHG IROORZHG E\ D GHV
GHVFULSWLRQ RI QHFHVVDU\ DFWLRQV

)RU DOO)DFXOW\ PHPEHUV FRPSOHWLQJ WKH 0LG
&KDLU IRUZDUGV WKH 0LG 3RLQW 5HYLHZ SRUPWVF
HYDOXDWLYH OHWWHU DQG WKH 'HSDUWPHQW &K
&ROOHJH 6FKRRO 3 7 &RPPLWWHH

$IWHU UHFHLYLQJ EDFN IURP WKH 'HDQ WKH 0LG
HYDOXDWLYH OHWWHUV WKH 'HSDUWPHQW &KDL
)DFXOW\ PHPEHU E\ WKH GHDGOLQH LQ $SSHQ06FK
.__Y

'HSDUWPHQW &KDLUV ZKR DUH RQ WKH 7HQXUH W
3RLQW 5HYLHZ SRUWIROLR WR EH UHYLHZHG E\ W

5HVSRQVLELOLWLHV RI WKH &ROOHJH 6FKRRO 3 7 &R

7KH &ROOHJH 6FKRRO 3 7 &RPPLWWHH UHFHLYHV
IURP WKH 3 7 0HQWRUVKLS 7HDP DQG SUHSDUHV
7HQXUH WUDFN)DFXOW\ PHPEHU LQ WKH &ROOHJ
&RPPLWWHH XWLOL]HV WKH)DFXOW\ PHPEHU¶V S
0HQWRUVKLS 7HDP DQG 'HSDUWPHQW &KDLU DQG
VWXGHQW HYDOXDWLRQV VXPPDULHV RI UHOHYD
LQIRUPDWLRQ (YDOXDWLRR$SSHPQSGROLD\Y&HORRDUFKDERX[
HYDOXDWLRQ SURFHVVHV DUH IRXQG LQ

5HVSRQVLELOLWLHV RI WKH &ROOHJH 6FKRRO 'HDQ

7KH 'HDQ UHYLHZV DOO 0LG 3RLQW 5HYLHZV DQG

7KH 'HDQ SUHSDUHV DQ HYDOXDWLYH OHWWHU IR

D 0LG 3RLQW 5HYLHZ (YDOXDWL

FKDUWV IRU HYDOXDWLRQ SURFHVVHV DUH IRXQG

$ F D G H P L F 5 D Q N $ G Y D Q F H P H Q W 3 U R F H V V

5HVSRQVLELOLWLHV

5HVSRQVLELOLW\ RI WKH)DFXOW\ 0HPEHU 7KH)DFX
DGYDQFHPHQW SUHSDUHV D SRUWIROLR WKDW FRQVL
SURJUHVV WRZDUG HDFK)DFXOW\ (QJDJHPHQW 3ODQ
LQFOXGLQJ WKH IROORZLQJ \HDU¶V)DFXOW\ (QJDJHP
3ODQ   WKH DSSOLFDWLRQ FRYHU _____ RU DQG N
VXSSRUWLQJ GRFXPHQWDWLRQ DV GHWHUPLQHG E\ W
'HDQ DWWDFKHG WR _____ 7KH SRUWIROLR LV
DFFRUGLQJ WR WKH VFK_____ WR WKH LQVWUXFWLR
LQ WKH FDVH RI 7HQXUH 7UDFN DQG 1RQ 7HQXUH 7UD
&KDLU LQ WKH FDVH RI 7HQXUHG)DFXOW\

5HVSRQVLELOLW\ RI WKH 3 7 0HQWRUVKLS 7HDP

7KH 3 7 0HQWRUVKLS 7HDP UHYLHZV WKH UDQN D
DOLJQPHQW ZLWK WKH)DFXOW\ (QJDJHPHQW GHI
GHSDUWPHQWDO HYDOXDWLRQ FULWHULD 7KH 3
WKDW HYDOXDWHV WKH)DFXOW\ PHPEHU¶V SURJ
3ODQV

7KH 3 7 0HQWRUVKLS 7HDP¶V HYDOXDWLYH OHWW
UHJDUGLQJ ZKHWKHU WKH UDQN DGYD_____ V
___Y

7KH 3 7 0HQWRUVKLS 7HDP IRUZDUGV WKH UDQN
DQG UHFRPPHQGDWLRQ WR WKH 'HSDUWPHQW &K
GHDGOL_____ %

5HVSRQVLELOLWLHV RI WKH 'HSDUWPHQW &KDLU

7KH 'HSDUWPHQW &KDLU UHYLHZV DOO UDQN DGY
WKH SRUWIROLR SURYLGHG E\ WKH)DFXOW\ PHPI
FRQVLGHU RWKHU LQIRUPDWLRQ VXFK DV SHUVR
VWXGHQW HYDOXDWLRQV VXPPDULHV RI UHOHYD
LQIRUPDWLRQ 7KH 'HSDUWPHQW &KDLU SUHSDUH
ZLWK WKH)DFXOW\ (QJDJHPHQW GHILQLWLRQ 68
HYDOXDWLRQ FULWHULD 7KH OHWWHU LQFOXGHV
UDQN DGYDQFHPHQW VKR_____ JUDQWHG VHH
)RU DOO)DFXOW\ PHPEHUV DSSO\LQJ IRU UDQN D
$VVLVWDQW 3URIHVVRU DQG IURP $VVLVWDQW 3U
'HSDUWPHQW &KDLU IRUZDUGV WKH SR_____ Z
HYDOXDWLYH OHWWHU DQG WKH 'HSDUWPHQW &K
&ROOHJH 6FKRRO 3 7 &RPPLWWHH _____ HYDOXDWHG
)RU DOO)DFXOW\ PHPEHUV DSSO\LQJ IRU UDQN D
3URIHVVRU WR 3URIHVVRU WKH 'HSDUWPHQW &K
'HSDUWPHQW &KDLU¶V HYDOXDWLYH OHWWHU WR
LQGLFD_____ %

3URFHVV DQG 5HYLHZ

$Q\ HYDOXDWLYH HQWLW\ ZLOO UHFHLYH DGGLWLRQI
7KH LQLWLDO DQG PRVW WKRURXJK SHHU HYDOXDWL
WKH 3 7 0HQWRUVKLS 7HDP LQ WKH FDVH RI $VVLVWD
7HQXUH 7UDFN DQG /HFWXUHUV DQG E\ WKH 'HSDUW
3URIHVVRUV DQG 3URIHVVRUV 7KH 3 7 0HQWRUVKLS
TXDOLILHG WR SURYLGH DQ HYDOXDWLRQ RI WKH DS
WKH GHSDUWPHQWDO HYDOXDWLRQ FULWHULD 7KH 3
&KDLU ZLOO PDNH D FULWLFDO HYDOXDWLRQ RI WKH
$SSOLFDWLRQV IRU UDQN DGYDQFHPHQW IRU QRQ 7H
VDPH PDQQHU DV 0LG 3RLQW 5HYLHZV H[FHSW WKDW
QRW UHYLHZ DSSOLFDWLRQV IRU UDQN DGYDQFHPHQ
FDQGLGDWH ZLOO UHFHLYH DQ RYHUDOO UDQNLQJ H

*HQHUDO 3ROLF\

688 H[WHQGV 7HQXUH WR DSSURYHG PHPEHUV RI WKH
WUDFN DSSRLQWPHQWV DQG WKRVH JUDQWHG 7HQXU
DSSRLQWPHQWV ZLOO RQO\ EH JLYHQ WR WKRVH PHP
VXFK DSSRLQWPHQWV PHHW WKH PLQLPXP U'HTXLUH
7HQXUH LV D OHJDOO\ UHFRJQL]HG SURSHUW\ LQWHU
SURWHFW WKH DFDGHPLF IUHHGRP RI D)DFXOW\ PHP
ZLWK D VXIILFLHQW GHJUHH RI HPSOR\PHQW VHFXUL
SHUVRQV RI DELOLW\

7HQXUH DV D SURSHUW\ ULJKW GRHV QRW DSSO\
&ROOHJH 6FKRRO RU WR D GHSDUWPHQW 5DWKH
UHVWULFWHG WR WKH DFDGHPLF GLVFLSOLQH IR
DSSURSULDWH GLVFLSOLQDU\ H[SHUWLVH FUHGH
H[SHULHQFH 6HUYLFH /HDGHUVKLS DQG 6FKROD
7KH DZDUGLQJ RI 7HQXUH VLJQLILHV WKH)DFXOW
VHUYH VWXGHQWV FROOHDJXHV WKH GLVFLSOL
DFDGHPLF SURIHVVLRQDO
7KH WHUPV DQG FRQGLWLRQV RI HYHU\ DSSRLQW
LQ ZULWLQJ DW WKH WLPH RI WKLV DSSRLQWPHQW
PHPEHU DQG EH PDGH D SDUW RI WKH XQLYHUVL
$GPLQLVWUDWRUV DUH QRW 7HQXUHG LQ DGPLQL

7KH SUREDWLRQDU\ SHULRG IRU JUDQWLQJ 7HQXUH L
UHGXFHG RU H[WHQGHG DV VSHFLILHG EHORZ

7KH %RDUG RI 7UXVWHHV PD\ DZDUG 7HQXUH WR
2WKHU DFDGHPLF RIILFHUV PD\ UHFHLYH 7HQXUH SROLF\

KWWSV ZZZ VXX HGX KWPO

%DVHG RQ IXOO WLPH VHUYLFH DW RWKHU LQVWL
SUREDWLRQDU\ SHULRG PD\ EH UHGXFHG E\ DV P
H[FHSWLRQDO FLUFXPVWDQFHV WKH SURED DWXRQG
DZDUGHG DW WKH WLPH RI KLULQJ $Q\ UHGXFWL
UHTXLUHV FDUHIXO VFUXWLQ\ RI WKH DSSOLFDQ\
ZLWK WKLV SROLF\ DQG WKH UHFRPPHQGDWLRQ
'HSDUWPHQW &KDLU &ROOHJH 6FKRRO 3 7 &RPPL
WKH 3URYRVW DV ZHOO DV DSSURYDO EXWWHH 3V
FUHGLW IRU SULRU IXOO WLPH VHUYLFH DW DQR\
GHWHUPLQDWLRQ PXVW EH VWDWHG LQ WKH UHF
DVW EH pÀ efL P)M€Àꞏꞏ@ꞏ0BDPXUH   XPpꞏ 0

AT THE REQUEST OF THE FACULTY MEMBER AND
TEAM DEPARTMENT CHAIR DEAN PROVOST AND
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MUST BE IN WRITING IF APPROVED THE RESCIN
GRANTED

PROCEDURE FOR TENURE FOR TENURE TRACK FACULTY
THE TENURE TRACK FACULTY MEMBER PREPARES A TE
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