

FORM FOR THIRD-YEAR REVIEW OF PROBATIONARY FACULTY

Name of Faculty Member \_\_\_\_\_ Department \_\_\_\_\_

Date of Appointment to Wittenberg Faculty \_\_\_\_\_ and to present rank \_\_\_\_\_

The third year review is particularly significant because all parties involved in the tenure process will have the opportunity to make an assessment. This report is forwarded to the Provost and to the Faculty Personnel Board for their evaluation. After examining all relevant materials, the Board's evaluation of the department's review is sent to the department chair and to the candidate. The Personnel Board's evaluation states that the Board concurs or disagrees with the department's evaluation of the candidate's prospects for tenure and then elaborates on the Board's position as appropriate.

For tenure candidates joining the Wittenberg faculty credited with one year of full-time teaching experience, the "Third Year Review" will be conducted during the spring term of the candidate's second academic year at Wittenberg. For tenure candidates joining the Wittenberg faculty credited with two or three years of full-time teaching experience, the Third Year Review will be conducted at the beginning of the fall of the candidate's second academic year at Wittenberg.

Chairs: Please be specific in completing the following and cite sources of information including peer and student reviews. Follow the criteria found in the "Guidelines for Assessing Professional Qualifications for Tenure," keeping in mind both current achievement and potential for growth.

Progress toward completion of doctorate (If not yet completed, include statement of what noncompletion would mean for tenure recommendation).

Strengths and Weaknesses in the Areas of Teaching, Curriculum Development, and Advising

Strengths and Weaknesses in Professional Activities:

Strengths and Weaknesses Related to Institutional Involvement and Service (Include departmental and university committee service, participation in interdepartmental and other programs, and other):

If there are problems that might threaten a tenure recommendation, what steps are being taken by the department and by the candidate to address those problems?

What is the department's assessment of the candidate's prospects for tenure? Favorable, uncertain, or unfavorable? (Department chair should convey the extent of agreement among departmental faculty involved in assessment of the probationary faculty member. If favorable, cite areas of particular strength. If uncertain or unfavorable, cite areas that need improvement. Include what suggestions were made to the candidate for improvement. Also, if uncertain or not favorable, outline objectives for the candidate to achieve a tenure recommendation from the department):

