

2.2.4.2 More Flexibility in Delaying Triennial Reviews

(1) PROPOSED NEW TEXT

2.2.4 Faculty Review

2.2.4.2 Triennial Reviews of Tenured Associate Professors (October 7, 2025)

Triennial reviews are conducted for all tenured associate professors every three years or upon request, in regards to their eligibility for promotion. Triennial reviews of tenured associate professors shall include consideration of the entire record of accomplishments in teaching, research and scholarship, and service.

All tenured associate professors are reviewed every three years or upon their request to evaluate their progress toward promotion to Professor. Associate professors will continue to receive triennial reviews until promoted to Professor. A tenured associate professor may ask that a scheduled required triennial review be postponed for one to three years by submitting a written request to the dean through the department chair, with notification to the provost.

Only tenured full professors participate in this process. Small departments (i.e., those with fewer than three tenured full professors) follow the procedures for including faculty from other departments as described in sections 2.2.2.2.3. See 2.2.3.1 for faculty appointments involving more than one academic unit.

The department chair meets with the tenured associate professor in the fall semester of the academic year in which they are scheduled for a triennial review. The associate professor is invited to supply information and documents to be used in this review as part of the triennial review file. The chair may also supply material and shares this information with the associate professor. The associate professor is advised of their right to include written comments regarding such materials in the triennial review file.

The department chair shares the triennial review file with the faculty involved in the review process and meets with them to discuss the associate professor's progress toward promotion to full professor. Following the department meeting, the chair summarizes in writing the faculty's evaluation in a letter addressed to the associate professor. The chair shares a copy of this document with the faculty involved in the review. The chair then meets with the associate professor, discusses the faculty's review of their performance, and gives them the written summary evaluation letter. The associate professor is notified that they have the right to respond in writing to the

summary evaluation letter. Copies of the departmental evaluation and any written response by the associate professor are placed in the associate professor's file in the department. Copies of these documents and the triennial review file are sent to the dean.

The dean reviews the substance and process of the evaluation for consistency with the criteria stated in section 2.2.1.5, and sends copies of the departmental evaluation and any response of the associate professor to the provost for review and inclusion in the associate professor's personnel file.

See section 2.2.8.2 regarding the frequency of the promotion review process for tenured associate professors.

(2) PROPOSED NEW TEXT WITH MARKUP

2.2.4 Faculty Review

2.2.4.2 Triennial Reviews of Tenured Associate Professors (October 7, 2025)

~~Triennial reviews are conducted. The procedures described above are followed for all tenured associate professors every three years or upon request, in as regards to their eligibility for promotion. Triennial reviews of tenured associate professors shall include consideration of the entire record of accomplishments in teaching, research and scholarship, and service. Reviews of tenured associate professors shall include consideration of relevant accomplishments in teaching, research and scholarship, and service.~~

All tenured associate professors are reviewed every three years or upon their request to evaluate their progress toward promotion to Professor. Associate professors will continue to receive triennial reviews until promoted to Professor. A tenured associate professor may ask that a scheduled required triennial review be postponed for one **to three** years by submitting a written request to the dean through the department chair, with notification to the provost.

Only tenured full professors ~~who are voting members~~ participate in this process. Small departments **(i.e., those with fewer than three tenured full professors)** follow the procedures for including faculty from other departments as described in sections 2.2.2.2.3. See 2.2.3.1 **for** faculty appointments involving more than one academic unit.

The department chair meets with the tenured associate professor in the fall semester of the academic year in which they are scheduled for a triennial review. The associate professor is invited to supply information and documents to be used in this review as part of the triennial review file. The chair may also supply material and shares this information with the associate professor. The associate professor is advised of their right to include written comments regarding such materials in the triennial review file.

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The dean reviews the substance and process of the evaluation for consistency with the criteria stated in section 2.2.1.5, and sends copies of the departmental evaluation and any response of the associate professor to the provost for review and inclusion in the associate professor's personnel file.

See section 2.2.8.2 regarding the frequency of the promotion review process for tenured associate professors.

(3) ORIGINAL TEXT

2.2.4 Faculty Review

2.2.4.2 Triennial Reviews of Tenured Associate Professors

The procedures described above are followed for all tenured associate professors every three years or upon request, as regards their eligibility for promotion. Reviews of tenured associate professors shall include consideration relevant accomplishments in teaching, research and scholarship, and service.

All tenured associate professors are reviewed every three years or upon their request to evaluate their progress toward promotion to Professor. Associate professors will continue to receive triennial reviews until promoted to Professor. A tenured associate professor may ask that a scheduled required triennial review be postponed for one year by submitting a written request to the dean through the department chair, with notification to the provost.

Only tenured full professors who are voting members participate in this process. Small departments follow the procedures for including faculty from other departments as described in sections 2.2.2.2.3. See 2.2.3.1 faculty appointments involving more than one academic unit.

The department chair meets with the tenured associate professor in the fall semester of the academic year in which they are scheduled for a triennial review. The associate professor is invited to supply information and documents to be used in this review as part of the triennial review file. The chair may also supply material and shares this information with the associate professor. The associate professor is advised of their right to include written comments regarding such materials in the triennial review file.

The department chair shares the triennial review file with the faculty involved in the review process and meets with them to discuss the associate professor's progress toward promotion to full professor. Following the department meeting, the chair summarizes in writing the faculty's evaluation in a letter addressed to the associate professor. The chair shares a copy of this document with the faculty involved in the review. The chair then meets with the associate professor, discusses the faculty's review of their performance, and gives them the written summary evaluation letter. The associate professor is notified that they have the right to respond in writing to the summary evaluation letter. Copies of the departmental evaluation and any written response by the associate professor are placed in the associate professor's file in the department. Copies of these documents and the triennial review file are sent to the dean.

The dean reviews the substance and process of the evaluation for consistency with the criteria stated in section 2.2.1.5, and sends copies of the departmental evaluation and any response of the associate professor to the provost for review and inclusion in the associate professor's personnel file.

See section 2.2.8.2 regarding the frequency of the promotion review process for tenured associate professors.

(4) EXPLANATION FOR NEEDED CHANGE

Associate Professors who wish to postpone their triennial review for multiple years must currently request the postponement every year. This is burdensome for the faculty member, the college, and the university, as well as potentially demoralizing for the faculty member.

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

The new text allows postponement by one to three years. It also clarifies the definition of “small department” and cleans up some grammar issues.

(6) PROPOSAL HISTORY

- Larry Snyder (DPFA): proposed revision

(7) PROPOSED IMPLEMENTATION DATE

First read November 2025, second read December 2025, full faculty vote spring 2026, BoT May 2026.

(8) IMPACTS ON OTHER PARTS OF R&P

None.