

## 2021 Pre-Tenure Review Calendar

*College of Arts and Sciences, duPont-Ball Library, School of Business Administration, and School of Music*

Pre-tenure reviews may be conducted at any time deemed appropriate by the Dean, Provost, and/or Chair of the departmental-level review. Typically, pre-tenure reviews are conducted in the 2<sup>nd</sup> and 4<sup>th</sup> years of pre-tenure service.

Please note: hereafter in this document, “Chair” refers to the ***Chair of the departmental-level review***, recognizing that the Chair may be the Department Chair (CAS and SoBA), Associate Dean (Library and SoM), or, in cases where an ad hoc committee has been formed, a designated Chair of the department-level review other than the Department Chair or Associate Dean.

Recognizing that disruption due to the COVID-19 pandemic may be particularly damaging to expectations of pre-tenure faculty, peer observations of faculty teaching that were not able to be completed prior to Stetson’s move to virtual learning were suspended for the latter portion of the spring 2020 semester. For pre-tenure faculty who were observed prior to the transition, observations must be included in the pre-tenure portfolio. For pre-tenure faculty who were not observed prior to the transition, no requirement is expected for an additional unscheduled observation to supplement for the absence of observation in spring 2020. Pre-tenure faculty will be able to elect whether to report information from spring 2020 student evaluations of teaching (SETs) in the pre-tenure portfolio. The SETs may be used to recognize excellent online teaching, but will not be used punitively in evaluating pre-tenure review decisions.

### 2021

- Jan 13 Candidates submit pre-tenure review portfolios to the Chair. The Chair will circulate documentation among tenured members of the departmental-level review and will coordinate at least one meeting to discuss the candidate’s progress toward meeting the standards for promotion and tenure. Additional meetings may be scheduled if needed.
- Feb 3 Departmental-level review colleagues submit written, signed letters of evaluation, which are not shared with the candidate. Letters should consider the candidate’s progress with explicit reference to the University and Divisional standards for promotion and tenure.
- Feb 17 Chairs share with each candidate a written summary of the departmental-level review colleague letters, to include the Chair’s own evaluation of the candidate. The summary letter must make explicit reference to the University and Divisional standards. It is not shared with other members of the departmental-level review. The Chair’s letter must culminate in one of the following recommendations to the Dean:
- 1) Renew the candidate’s tenure-track appointment;
  - 2) Renew the candidate’s tenure-track appointment and recommend another review during the next academic year to address areas of weakness; or
  - 3) Discontinue the candidate’s tenure-track appointment and issue a one-year terminal contract.
- Feb 22 Deadline for candidates to submit the optional response to the Chair’s letter. The optional response should be submitted in writing to the Chair.

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- Feb 24 The portfolio, Chair's pre-review summary letter, the candidate's response (if applicable), and departmental-level review colleague letters are forwarded to the Dean. These letters are then to be maintained by the Dean. When the candidate applies for tenure and promotion, the letters will be added to the T&P portfolio before it is forwarded to the College/School/Library T&P Committee.
- March 30 The Dean responds in writing to the candidate's pre-tenure review. In a fourth-year review, a clear assessment must be made in the Dean's letter of the candidate's potential for success in the tenure and promotion process. If any questions emerge about the candidate's potential for success in the tenure and promotion process, the Dean should discuss the pre-tenure review with the Chair and the Provost prior to the portfolio being submitted to the Provost.
- The Dean's written response to the pre-tenure review must culminate in one of the following recommendations to the Provost:
- 1) Renew the candidate's tenure-track appointment;
  - 2) Renew the candidate's tenure-track appointment and recommend another review during the next academic year to address areas of weakness; or
  - 3) Discontinue the candidate's tenure-track appointment and issue a one-year terminal contract.
- Apr 6 Deadline for candidates to submit the optional response to the Dean's letter. The optional response should be submitted in writing to the Dean.
- Apr 9 The Dean forwards the portfolio, Dean's letter, and the candidate's response (if applicable) to the Provost.
- Apr 27 The Provost informs candidates in writing of the personnel decision(s) resulting from the pre-tenure review. By or before May 10, 2020 the Provost will meet with any candidate whose review results in a recommendation of termination/non-renewal of a tenure-track contract. Faculty whose tenure-track contract is terminated will be offered a final one-year contract for the next academic year.
- May-Aug The Provost, in consultation with the Dean and Chair, will meet with candidates whose pre-tenure reviews have reflected deficiencies in teaching, scholarship, and/or service. Every attempt is made to hold these meetings before classes begin in the fall.