

## Motion on Proposed Handbook Language on Third-Year Review

January 29, 2015

Whereas the New Faculty Academy Task Force has stressed the critical importance for tenure-track faculty at James Madison University to have clear guidance on what standards will be applied and on how they will be applied when tenure/no tenure decisions are made at the end of the faculty member's probationary period, and

Whereas the New Faculty Academy Task Force has recommended that the following Handbook revision be made:

The AUPAC will review the accomplishments of tenure track faculty in the third year of candidacy. The AUPAC will rate work of the candidate in teaching, research, and service (if part of the candidate's duties) and will assign a provisional rating of Unsatisfactory, Satisfactory, or Excellent in each relevant domain. The written evaluation will identify any aspects of the candidate's work in which improvement is needed in order to receive tenure and/or promotion. In lieu of a third year review, departments have the option of providing more frequent AUPAC feedback, e.g., in the second and fourth year.

Therefore, be it resolved that the Faculty Senate expresses its support for the New Faculty Academy Task Force's recommendation.