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Subject Performance Expectations - Untenured Faculty		Revised Spring 1995

PURPOSE To define performance expectations for promotion to associate professor and tenure

SOURCES School of Social Work Faculty Council

APPLICABILITY All Tenure Track Faculty

POLICY Performance Expectations

A. Expectations

1. Faculty without tenure must undergo probationary reviews as required by the university. These reviews are in addition to the annual performance reviews required of all tenure track faculty.
2. The Promotion and Tenure Review Committee shall consider the School's investment in the candidate and the relevancy of the candidate's competencies to the immediate and projected programs of the School.
3. In applying for tenure and promotion to the rank of associate professor, the candidate shall demonstrate:
 - a. Excellence in scholarship, instructional contributions, and service;
 - b. Potential for further growth and productivity in all three areas.
4. An individual's cumulative professional record will be used in making determinations for tenure and promotion.
5. Standards for tenure and promotion may change over the course of a candidate's probationary period. Therefore, a candidate may choose to be reviewed under the policies that were in place at the time of his or her initial appointment or under the

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policies that are in place during the year the candidate is evaluated.

B. Submission of materials

1. At the time of submission of the review materials, the candidate should indicate the set of SWK policies under which he/she will be evaluated, if the policies changed since the candidate was hired.
2. The candidate is responsible for providing adequate information to the Promotion and Tenure Review Committee within the time frame established by the School, College, and University.
3. Six copies of all materials shall be submitted to the Office of the Director; the candidate should retain an additional copy.