

## **POLICY FOR REVIEW OF TENURED FACULTY**

### **ADDENDUM: DEPARTMENT OF GEOLOGY**

**APRIL, 1997**

The University of Georgia's "Policy for Review of Tenured Faculty" passed by the University Council January 14, 1997, delegates the development of two policy issues to the respective promotion/tenure units: (1) the process for selecting the Post-Tenure Review Committee, and (2) the specific criteria and expectations for a satisfactory review. In addition, the policy does not specify the schedule by which the current backlog of tenured faculty will be reviewed, though the administration has recommended that 20% of these faculty members be reviewed each year. The Department of Geology therefore has developed these department-specific policies with regard to these issues.

#### **Addendum to III. B. - Selection of the Post-Tenure Review Committee:**

Each faculty member being reviewed selects an Advocate from among the tenured faculty within the Department. The Advocate will be responsible for facilitating the construction of the Post-Tenure Review Committee. The faculty member being reviewed supplies the Advocate with a list of at least 5 tenured faculty members suggested for service on their Committee. The Advocate will then establish a committee of 3 from the list; the Advocate may also serve on the Committee. The Committee will then select its own Chair from among its membership. If 3 faculty members from the original list are not willing or eligible to serve then the Advocate will solicit additional names from the faculty member being reviewed. Once selected, the Post-Tenure Review Committee shall proceed with the review as specified in Section III. C. of the University's policy.

#### **Addendum to III. D. - Criteria for a Satisfactory Review:**

The Department of Geology expects continued quality contributions toward the University's missions in teaching, research, and service, depending on the contractual obligations of the individual faculty member. In addition, the Post-Tenure Review Committee should consider meritorious the contributions of tenured faculty to university governance, interdisciplinary programs, administration and other programs outside the Promotion/Tenure Unit. The Committee shall provide a "concise, written summary of the review" as specified in Section III. D. of the University's policy.

#### **Departmental Policy for Reviewing the Current "Backlog" of Tenured Faculty:**

The Department of Geology will follow the recommendation of the administration that 20% of faculty tenured for more than 5 years be reviewed each year. The Department therefore shall review two such faculty members per year for the next three years unless this review is supplanted by another comprehensive review as specified in Section III. A. of the University's policy. Volunteers from among eligible faculty will be reviewed first followed by those who have been tenured the longest and for whom it has been at least 5 years since their last comprehensive review.