

Third Year Review

Currently, the T&P policy (OP 32.01) requires a formal third year evaluation report as part of the evaluation process. The academic affairs committee of the Faculty Senate has been asked to look at the third year review process in order to facilitate a uniform procedure and process at Texas Tech University. This process is aimed at helping faculty to be successful in their tenure and promotion- however, the current process may not be accomplishing its full potential. The committee will endeavor to structure the process to more clearly be an enabler, which may lead to a separate OP concerning the third year review process, or at least lead to adding procedural language to existing OPs.

On October 11, 2016, a forum to address the issues with third year review and in general about T&P was organized by AAUP-TTU, which had about 40 people in attendance. Dr. Michael Galyean, Interim Provost and Dr. Rob Stewart, Senior Vice Provost represented the TTU Office of the Provost. Dr. Galyean emphasized that the third year evaluation is to support faculty with career development feedback and enable them to be successful. He also suggested that he believed there are some problems in the process such as lack of consistency among units, timeline of administration, variations in procedures among different units, etc. The Office of the Provost is interested in working with Faculty Senate and AAUP-TTU to make the process more efficient and to provide overarching guidelines as a framework for colleges and departmental procedures.

There have been cases at TTU, where during tenure evaluation, inconsistencies arise between third year evaluation report and tenure evaluation report. There is a need for clear understanding of the process, procedures, usefulness and the need for follow-up/mentoring after third year review to enable faculty to be successful.

The objective of the formal third year review is not to serve as a vote for termination but to be a constructive feedback for faculty to be successful in the subsequent T&P process. However, the process can also clarify a faculty member's likelihood of not making satisfactory progress toward tenure.

Respectfully submitted,

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