

Department of Natural Resources Management Third Year Review Process

Date completed	Actions taken
30 January	<p>Candidate Submits</p> <ul style="list-style-type: none"> Dossier in P&T format teaching evaluations (min 3 - from 3rd-5th semesters)
28 February	<p>Third Year Review (TYR) Committee</p> <p>Unique committee for each candidate.</p> <ul style="list-style-type: none"> Formed by NRM Chair and CASNR Dean. Consists of 3 tenured faculty members <ul style="list-style-type: none"> (2 NRM 1 outside but still CASNR member) <p>Reviews materials submitted by candidate.</p> <ul style="list-style-type: none"> Assess the candidate's productivity and progress to date using the Department's Criteria for Tenure and Promotion statement as a general guideline. Determines if the candidate is progressing toward meeting the Departmental and College expectations for tenure and promotion. <p>Suggest areas of improvement if necessary.</p> <p>Outlines progress in a written TYR recommendation letter</p> <p>Meets with candidate to discuss whether letter accurately reflects dossier</p> <p>Forwards TYR recommendation and dossier to NRM Chair, tenured faculty, candidate</p>
15 March	<p>NRM tenured Faculty</p> <p>meet (run by NRM Chair – but NRM Chair does not vote) to cast a single ballot</p> <p>“Is the candidate making satisfactory progress towards tenure and promotion”</p> <p>can provide feedback on the ballot sheet</p>
15 March	<p>TYR Committee Chair tallys votes in the presence of another</p> <p>TYR Committee Chair shares outcome and comments with candidate</p> <p>submits outcome and original ballots to NRM Chair</p>
31 March	<p>NRM Chair makes independent assessment of the candidate</p> <p>Meets with candidate to discuss TYR recommendation and Chairs assessment</p> <p>Forwards complete dossier & assessment to CASNR Dean's office</p>