

AY24-12-F

Title of Issue (short descriptive title by which the issue may be referenced)  
Elimination of Year 3 Evaluation When Conducting an In-Depth Pre-Tenure Review

Description of Issue  
Overview of Current Policy

Old Dominion University (ODU) requires that "non-tenured faculty members, without prior teaching experience, who are in their third year of probationary service at Old Dominion University will receive a major faculty review." This review includes "a meeting with the faculty member and chair. The review process, conducted by the department promotion and tenure committee, department chair, college promotion and tenure committee, and dean, will include an in-depth evaluation of teaching effectiveness, scholarly works, grant and contract efforts, and other professional activities."

ODU also requires an annual review of non-tenured, tenure-track faculty: "Each department conducts an annual review of the probationary tenure-track faculty in that department (including the chair if untenured). This review is based on the performance of the individual faculty member and the needs of the department..."

Current Issue: Overlap in Evaluation Requirements

Under the current policy, tenure-track faculty in their third year are required to submit materials for both an annual evaluation and an in-depth pre-tenure review. The deadlines for these submissions are as follows:

- Annual evaluation materials are due by December 16th.
- Pre-tenure review materials are due by February 1st.

Additionally, faculty must submit their teaching portfolio by November 15th. This results in three distinct evaluation submissions within a short 2.5-month period, creating redundancy in the evaluation process.

Comparison with Promotion and Tenure Policy

When non-tenured faculty submit their materials for tenure and promotion, or when associate professors submit materials for promotion to professor, they are not required to submit additional materials for the annual evaluation (ODU Faculty Handbook: II.B.7). The in-

