**CHARGE 2 REVISIONS (PPM 8-11.III.C) (Feb 11, 2013)**

C. Tenure Review Process

During the third and sixth years of the probationary period, and other years when requested, the full review process shall include evaluation by the dean and the ranking tenure evaluation committees at the levels of the department and the college. At his/ her sole discretion, the provost may review and make separate recommendations for or against a candidate’s tenure or evaluation of a candidate’s progress towards tenure. An exception is that in the event that there is a conflict among recommendations from the dean, the college Tenure Evaluation Committee and the department Tenure Evaluation Committee, the provost must make a separate recommendation. Furthermore, after the Department Tenure Evaluation Committee, the College Tenure Evaluation Committee, and the dean have completed their respective reviews, the candidate may request an additional review by the University Tenure Evaluation Committee. The University Committee evaluates the substantive issues of teaching, scholarship, service and ethics. The University Committee shall review the files of all candidates for advancement in rank or tenure who request such a review (see 8-19A). The recommendation(s) of the University Committee will be forwarded to the provost. The provost makes the final institutional recommendation unless overturned by the president or the Faculty Board of Review, as is the dean’s recommendation when the provost makes no recommendation. All these reviews shall follow established procedures allowing for formal evaluative contributions from students, faculty peers, and supervisory administrators and shall give faculty members under review written evaluations with the right of due process review by the Faculty Board of Review (as described in PPM 9-9 through 9-17). In the case in which a faculty member receives an unsatisfactory third-year, interim tenure review, the faculty member shall have the right to request a fourth-year interim review and/or a fifth-year interim review (see PPM 8-17.II). This policy does not negate the university’s right to terminate a non-tenured faculty member with or without cause, as stated in PPM 9-17.II.A, and in accordance with the dated guidelines for termination specified in PPM 8-26.