

Sec. 4.2.4 Periodic Career Reviews

Each academic unit shall have a Periodic Career Review process specified in the unit personnel document.

- A. Faculty members with tenure shall undergo a periodic career review after every fourth year of service. When the review period ends in a sabbatical (or other leave), the periodic career review shall be deferred until the next academic year. A promotion shall replace a periodic career review for the period in which the promotion occurs.
- B. Within thirty calendar days of a periodic career review that indicates deficient performance, a faculty member, in consultation with the chair (if any) or dean, shall prepare a career development plan, acceptable to the dean, to remedy the deficiency in one year unless the dean approves a longer period. If the faculty member completes the agreed upon professional development plan, the faculty member shall then have one year to demonstrate satisfactory performance. The dean shall then institute another career review as provided in the unit personnel documents. A faculty member whose performance is judged unsatisfactory in this second review shall be subject to appropriate disciplinary action, which may include proceedings for termination ([Article 4.5.](#)).