

From: IU Kokomo Campus Third Year Review Committee

At IU Kokomo, we recognize that all probationary faculty should receive feedback about their progress toward tenure and/or promotion. But we believe the campus-wide third year review process has outlived its usefulness. We propose the following:

**“As of 1/1/2015, the progress assessment process for probationary faculty will be overseen by each academic area. The nature of the review (third year review, mentoring, or some other process) will be determined by the faculty in each area.”**

Our reasoning is as follows:

1. There is little added by the campus-wide review.
  - a. Letters from the areas have become much more thorough and useful, and the campus-wide review usually has nothing substantive to add. Unit and campus-wide feedback are essentially identical.
  - b. Rigorous mentoring programs (such as the one used in the School of Education) make third year review redundant and unnecessary.
2. The proposed change still requires a probationary review. The spirit of third year review remains intact: the process changes.
3. Areas will have the autonomy to create their own processes.
4. This proposal does not prohibit areas from including members outside of the unit in the review process. This committee believes units should include outside members.
5. The current system creates a workload issue, particularly in light of the fact that the campus-wide review has little value in the view of the committee. Faculty are spending a significant amount of time on a process with little impact.