



## Personnel Policies for Lincoln University

The guiding principle for these policies is *The Rules and Regulation of Lincoln University • Chapter I University Governance: Structure and Functions • Chapter VI Administration and Finance • Chapter VIII University Employment • HRSHB 7.2*

Effective November 13, 2009

### Letter from the President

### Rules and Regulations

### Adjunct Handbook

 Print using your browser's print function.

### Faculty Handbook

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### Staff Handbook

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# Three-Year Pre-Tenure Review

## Employees covered by this policy

This policy applies to all Faculty at LU and applicants of positions.

## Policy

The purpose of the pre-tenure review is to provide the tenure-track faculty member with valuable information about her or his strengths and weaknesses. Every tenure-track faculty member will be responsible for submitting an application for a pre-tenure review to her/his unit supervisor. This application will be due on the first working day of September of the fourth year of the probationary period. Faculty members who were awarded credit toward the probationary period during the hiring process may request an extension or alternate accommodation from the unit supervisor. The application will meet the requirements for the formal application for tenure. However, the candidate does not need to provide letters of recommendation. The unit supervisor, after receiving the candidate's application, will forward the application to the department promotion and tenure committee. The committee will review the application and prepare a recommendation. The committee chair will then forward the application and the committee's recommendations to the dean within fifteen working days of receiving the application. The dean will also prepare a recommendation enumerating the candidate's strengths, weaknesses, and opportunities for growth. The dean will forward copies of her/his recommendation to the candidate and unit supervisor within fifteen working days of receiving the application. Information contained in the recommendations of the committee and the dean should not be interpreted as a decision regarding tenure. That is, a favorable pre-tenure review is not a guarantee of a favorable tenure review.

