

Proposed processes for cluster participation in the annual review, pre-tenure review, and P & T reviews:

Participation of cluster leaders in annual reviews: Each year, the department head/chair need to provide the Faculty Activities Report in a timely fashion to the cluster leader. The cluster leader will seek input from the steering committee of the cluster, and send a letter about the cluster hire faculty member's performance to the head/chair. The head/chair will consider this information along with other performance information in assessing the faculty member's performance each year.

Participation of cluster leaders in pre-tenure review: For the pre-tenure review, the faculty member's dossier should be supplied by the department head/chair in a timely fashion to the cluster leader. The cluster leader will seek input from the steering committee of the cluster, and send a letter about the cluster hire faculty member's performance to the head/chair for sharing with the tenured faculty. The tenured faculty along with the head/chair will consider this information in assessing the faculty member's progress toward tenure and promotion.

Participation of cluster leaders in P&T Reviews: For P & T review, the faculty member's dossier should be supplied by the department head/chair in a timely fashion to the cluster leader. The cluster leader will seek input from the steering committee of the cluster, and send a letter about the cluster hire faculty member's performance to the head/chair for sharing with the tenured and senior (rank above if it is promotion) faculty. The tenured faculty along with the head/chair will consider this information in making recommendations for P & T.