

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY

Policy Manual

SUBJECT: Mid-term Reviews for Tenure-Track Faculty

NUMBER: **Policy 4-10** (formerly Policy IV-19)

In addition to the annual review of faculty, all academic units will conduct a mid-term review for faculty on annual tenure-track appointments. The primary intent is to review progress toward tenure so that timely guidance can be extended to the faculty member.

Mid-term reviews are supplemental to annual evaluations and to a subsequent formal promotion and/or tenure evaluation. The mid-term review provides opportunity for the department faculty and department head to review individual faculty member's performance relative to South Dakota Mines promotion and tenure guidelines, and to offer appropriate advice and counsel on improving performance to meet promotion and tenure requirements. It also provides a forum for the faculty member being reviewed to ask questions about the process and criteria for granting tenure and/or promotion. Departments must conduct the review consistently for all members of the faculty on annual tenure-track appointments in accordance with the South Dakota Mines [Guidelines for Mid-term Reviews for Tenure-Track Faculty](#).

This policy does not alter the probationary status of tenure track appointments and the institution's rights to issue a letter of timely notice of non-renewal, nor limit the purpose or intent of the annual review.