

Appendix H

- A. During the probationary term, the faculty member's overall composite rating, and the composite teaching rating must be at least a * ____, and the faculty member must be making satisfactory progress toward the rating required to receive a recommendation for tenure.

- B. In order to receive a recommendation for tenure, the averages of both the faculty member's overall composite rating and the composite teaching rating must be * ____ or higher over the last three years (this includes the year during which the tenure decision is made).

- C. A process of rebuttal exists in the event that a faculty member wishes to avail himself or herself of that process; see section V of F-001-01-0006.

* These numbers are to be determined in Spring 2011 after the summative evaluation cycle is completed.