

**PM 89-05**

**5/8/89**

**President John A. Brownell**

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## **Two-year Appointments for New Probationary Faculty**

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The initial probationary appointment of a full-time faculty member shall normally be for a period of two years. During the first year of service, faculty members will normally be evaluated during the semester following their first semester of teaching. The review will occur, when possible, after student PTE evaluations have been collected and analyzed.

### Appointments Beginning with the Fall Semester

In their first year, faculty members whose appointments begin in the Fall Semester will be reviewed during the Spring Semester through the Periodic Evaluation process outlined in Article 15 of the Unit Three Agreement and according to the process and timeline currently used for the review of full-time lecturers. That is, the faculty member will be evaluated by the department chair, the department RTP committee, the school RTP committee, and the school dean. In subsequent years, the faculty will be evaluated through the normal RTP performance review process by the department chair, the department RTP committee, the University RTP committee, the Vice President for Academic Affairs, and the President.

### Appointments Beginning with the Spring Semester

The policy outlined above shall not apply to faculty whose appointments begin in the Spring Semester. The first evaluation of these faculty will take place during the subsequent Fall Semester through the regular RTP performance review process.

### Appointment of Full-time Lecturers with Previous Service

The policy is also not applicable to new probationary faculty who have been employed as full-time lecturers at Dominguez Hills for two or more years without a break in full-time service. These faculty will be subject upon appointment to review through the normal RTP performance review process.