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WKH 3HULRG RI 5HYLHZ IRU 3HULRGLF †\$QQ)
3UREDWLRQDU\)DFXOW\

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/HJLVODWLYH +LVWRU\

2Q \$SULO WKHQSFVDBHPSISU@RYOGRVZLQJ SROLF\ DPHQG
E\ 6HQDWRU 3HWHWLRQDOKHWDORGHUGV &RPPLWWHH 8QLY
DSSURYHG E\ 3UHVLGHQW 0RKDPPDG

The problem: In order to provide probationary faculty with quality feedback as they progress toward tenure, a periodic review needs to examine all of the faculty member's achievements since the last review. However, due to the imbalanced calendar in which full perfo

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