5.4 Evaluation, Renewal, and Advancement of Term Faculty Appointments
(For appointment policies of Term Faculty appointments, see FH section 3.3.2)

5.4.1 Evaluation and Renewal of Term Faculty
For the purposes of evaluating performance, Iowa State University uses the following forms of review for term faculty:

- Annual reviews (chair or designee)
- Review for renewal of appointment. (Peer review)
- Review for advancement. (Peer review)

Peer reviews shall take place every three years (not counting annual reviews) OR at appointment renewal time, whichever is greater.

5.4.1.2 Review for Renewal of Appointment
Term faculty appointments are eligible for renewal based upon the quality of performance and the continuing need of the unit. Term faculty members, full-time and part-time, shall be reviewed by an appropriate faculty committee before the end of third year after the initial appointment date. Tenured faculty and term faculty at the associate professor or professor ranks shall be eligible to serve on the committee. Subsequent peer reviews shall occur every three years or at appointment renewal time, whichever is greater. The outcomes of peer reviews shall inform appointment renewal decisions.

5.4.1.3 Review for Advancement
All Term Faculty may be proposed for advancement to the next rank according to the schedule and current time at rank as specified in FH 3.3.2.3. Colleges and departments shall develop procedures in their governance documents for advancing Term Faculty that include a faculty peer review committee. Tenured faculty and term faculty at or above the rank being considered shall be eligible to serve on the committee. The next peer review shall occur during the third year following a successful advancement review, or at appointment renewal time.

Term Faculty appointments at the assistant/lecturer rank are eligible for promotion to the associate level after 5 years of employment as a faculty member at ISU (full or part time) or equivalent experience. They must meet the standards for appointment identified in FH 3.3.2.3.

For Term Research Faculty, external letters shall be included in the review for advancement.

5.4.1.4 Evaluation, Renewal, and Advancement of Professional and Scientific (P&S) Term Faculty Appointments
A person employed in a P&S position and assigned term faculty responsibilities shall be evaluated, renewed, and advanced for that portion of their responsibilities according to the schedule as specified in FH 3.3.3.2. Advancement must follow the policy described in FH 5.4.1.3.
5.4.2 Evaluation, Renewal, and Advancement of Continuous Adjunct Appointments
Faculty on continuous adjunct appointment are eligible for review for promotion in accordance with tenure-stream faculty promotion policies and procedures, as described in FH Sections 5.2.2, 5.2.3 and 5.2.4.

5.4.3 Evaluation, Renewal, and Advancement of Visiting Appointments
Since these appointments are for a one year term and renewable only for a maximum of two years total, no peer review is required nor is advancement possible. At any time the appointment may be terminated without cause.

5.4.4 Evaluation, Renewal, and Advancement of Affiliates
Appointments for all ranks of affiliate faculty shall be for a term not to exceed five years, with the possibility of renewal. At any time the appointment may be terminated without cause. A peer performance review involving a faculty committee shall be done at time of renewal. An affiliate faculty member may be reviewed for advancement to the next rank according to the schedule as specified in FH 3.3.3.2. Advancement must follow the policy described in FH 5.4.1.3. Review of individuals in these positions will be based on the Affiliation Agreement form.

Approved by the Faculty Senate on April 19, 2016; by the Senior Vice President and Provost on May 2, 2016; and by the ISU President on May 3, 2016.