

The Department of Cinema is a small department with four tenure-track lines. Due to its size, faculty members in their probationary period prior to their tenure reviews must have at least one (and sometimes two) senior faculty members from other departments on their review committees. It is expected that this (or these) senior faculty will adhere to the same guidelines for evaluation of junior faculty (candidates for tenure) as those tenured faculty within the Department of Cinema.

There is no expectation for candidates to perform formative reviews of senior colleagues.

Senior faculty are expected to visit candidates' classes at least six times (preferably back-to-back) before the Third Year Review. During the times prior to the candidates' Tenure Reviews the expectation is that senior faculty will attend an additional four classes over at least two of these semesters. Senior faculty may visit more classes only if the candidate agrees.

No more than two senior faculty will visit a candidate's class on the same day.

Senior faculty are asked to initiate discussions with candidates concerning the visited classes soon after the visitations have occurred. These discussions might include comments about class and course goals, presentation of material, and/or other relevant topics. The purpose of these discussions is for the candidates to benefit from the teaching knowledge of their senior colleagues.

During the probationary period the department chair will initiate conversations with candidates annually. Normally, these conversations will occur close to the end of the spring semester. These discussions are an opportunity for candidates to raise with the chair any concerns they might have about their teaching, scholarship, and community service.

Please note that much teaching in Cinema takes place one-on-one with students outside of the classroom. A faculty member's work with a student on a script, a piece of research or on a film/video project is difficult to evaluate. In this regard, individual students may at times be asked for their judgment on this type of teaching.