

Annual conversation and class visit requirements by faculty type

Faculty type	Annual conversations	Class visits
Tenure-track faculty	Each year (including early leave year)	Two developmental visits in first year At least three visits by three different members of R&P within one year of a reappointment review At least three visits by three different members of R&P within one year of a tenure review
Associate professors	Second year conversation Fifth year conversation	None
Visiting lecturers, years 1-4	Not required	At least one class visit for each reappointment term
Lecturers	Each year	A minimum of three visits are required during a multi-year contract; at least one for a one-year contract For promotion review to senior lecturer: a minimum of three visits in previous five years (may be same visits used for a reappointment review)
Senior lecturers	Each year	Optional at the senior lecturer level.
ISLs	Each year	For an ISL on a one-year contract: one evaluative visit by R&P member For an ISL on a multi-year contract: three evaluative visits by R&P members
Senior ISLs	Each year	Optional at the senior ISL level