Post-Tenure Review

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Who must do it?

• Each tenured faculty member shall have a comprehensive post-tenure review of 5 years of performance in the fifth year following the last promotion or comprehensive review.

• For faculty hired with tenure, hire date = date of last promotion

• Tenured faculty in administrative roles, such as department chairs or directors, shall be evaluated annually by the appropriate college dean.
What’s in the review?

• Level of accomplishment and productivity relative to assigned duties. The university shall specify guiding documents.

• Faculty member’s history of professional conduct and performance of academic responsibilities

• Non-compliance with state law, BOG regulations, and university regulations and policies

• Unapproved absences from teaching assignments

• Substantiated student complaints

• Other relevant measures of faculty conduct, as appropriate
Process

• Faculty member completes dossier →

• Department chair, who adds
  • Additional records related to professional conduct, academic responsibilities and performance concerns
  • Letter assessing level of achievement

• → Dean, who adds a brief letter assessing level of achievement and a recommended performance rating
  • Exceeds expectations, meets expectations, does not meet expectations, unsatisfactory

• → CAO, who rates faculty member’s conduct, academic responsibilities, and performance. A university advisory committee may assist.
Outcomes

• “Exceeds” or “Meets” → dean shall recommend appropriate recognition/compensation

• “Does not meet expectations” Dean, in consultation with Chair, shall propose a one-year performance improvement plan
  • Faculty who do not meet requirements of PIP shall receive a notice of termination

• “Unsatisfactory” – faculty member shall receive notice of termination

• Final decisions may be appealed under regulations or bargaining agreements, but president gets final say that cannot be arbitrated
Considerations for Chairs

• The importance of clear and careful assignments, on which PTR is based

• The importance of frank feedback to faculty members:
  • About teaching
  • About research productivity
  • About professional conduct

• The importance of honest annual evaluations

• How to advise the dean about PIPs that might be accomplished within a year