

Post-Tenure Review

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IAL Presentation

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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