

Summary of Changes to Post-Tenure Review Policy (Faculty Handbook §5.3.4)

The Faculty Senate reviewed and approved revisions to the policy on Post-Tenure Review in December 2014. Following administrative approval, the changes were incorporated into the *Faculty Handbook* and took effect on January 14, 2015.

The following is a summary of the primary policy changes:

1. The “superior” category was eliminated reducing the review outcomes to either “meeting expectations” or “below expectations.”
2. The salary increment for “superior” performance has been eliminated in conjunction with the elimination of the “superior” category.
3. Recommendations for improved performance are only required for PRS areas in which the faculty members’ performance is determined to be “below expectations.”
4. The roles of administrators related to the post-tenure review process have been clarified as follows:
 - a. The department chair will provide a cover letter to the dean indicating agreement with the outcome of the report or a detailed explanation if there is disagreement with the report findings. In cases of disagreement, the department chair’s explanation is also communicated to the post-tenure review committee and the faculty member.
 - b. After the action plan is agreed upon, it is the responsibility of the department chair and the faculty member to ensure that the action plan is implemented. It is the chair’s responsibility to assess the faculty member’s performance in accomplishing the action plan.
 - c. The dean will provide feedback to the department chairs and the college’s Faculty Senate caucus if there are areas that need improvement regarding thoroughness or consistency of post-tenure review processes or reports.
 - d. The provost will provide feedback to the deans if there are areas that need improvement regarding thoroughness or consistency of post-tenure review processes or reports.

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