

Post Tenure Review Primer

Post tenure review (PTR) is triggered by scoring of annual evaluations, as specified in Section 6.05 (1) of the Faculty Handbook. At present, the criterion for an inadequate evaluation is a rating of below satisfactory in a majority of applicable performance categories.

A proposed revision of this Section changes the criterion for an inadequate evaluation to a rating of below satisfactory in categories that represent the majority of the faculty member's total effort.

A Senate vote on the revised Section is scheduled for April 11th, 2017. In response to recent faculty queries, the consequences of an inadequate evaluation are spelled out in this primer on PTR. The process is detailed in Faculty Handbook Section 6.05 (attached).

Tenure and Annual Evaluations

- Tenure is held for successive six-year terms, subject to streamlined or full PTR
- Tenured faculty are evaluated each year using College-specific forms
- Streamlined PTR confers six more years of tenure if the previous six annual evaluations were all adequate or superior
- A single inadequate annual evaluation during the six years triggers a Performance Improvement Plan (PIP) and a full PTR

Performance Improvement Plan

- The Chair outlines steps of improvement needed to correct deficiencies
- The faculty member has two years to attain an adequate or superior annual evaluation
- Even if the faculty member fulfills this requirement, there is still a full PTR at the end of the six-year term
- Two consecutive annual inadequates trigger a full PTR at the end of the second PIP year

Full PTR

- The College Appointments, Promotion and Tenure committee reviews the faculty member's performance based on the College's written standards and criteria
- After a full hearing of the case, the APT committee recommends to the Dean either retention or removal of tenure
- If the Dean recommends removal of tenure, the Provost makes the final decision
- A decision to remove tenure subjects the faculty member to annual non-renewal of appointment, or to termination for cause