

## POST TENURE REVIEW

University proposal July 20,2021

- Three academic years after the beginning of the first year of service as a tenured faculty member, the faculty member shall submit a report to the Department Personnel Committee on his or her record of teaching, scholarship, and service to the University. The report shall include the faculty member's self-assessment of the effectiveness and impact of his or her teaching, research and scholarship since being granted tenure or since his or her last post-tenure review, whichever is applicable.
- Only tenured members of the DPC shall participate in the review. The DPC shall review the report and other information it deems pertinent to the faculty member's record of teaching, service and scholarship. As part of its review the DPC may, if it chooses, meet with the faculty member. Following such review, the DPC shall make a written recommendation to the Dean, stating whether it considers faculty member's record to be excellent, good, fair, or unsatisfactory and explaining its reasoning.
- The Dean shall review the faculty member's report, the recommendation of the DPC, and other information the Dean considers pertinent to the faculty member's record of teaching, scholarship, and service. As part of his or her review the Dean may, if he or she chooses, meet with the faculty member. Following such review, the Dean shall make a recommendation to the Vice President for Academic Affairs, stating whether he or she considers the faculty member's record to be excellent, good, fair, or unsatisfactory and explaining his or her reasoning.
- The Vice President for Academic Affairs shall review the faculty member's report, the recommendations of the DPC and the Dean, and other information the Vice President considers pertinent to the faculty member's record of teaching, scholarship, and service. As part of his or her review the Vice President may, if he or she chooses, meet with the faculty member. Following such review, the Vice President shall make a written determination of whether he or she considers the faculty member's record to be excellent, good, fair, or unsatisfactory and explaining his or her reasoning.
- The Vice President's determination shall be grievable only on procedural, and not substantive, grounds. Notwithstanding the filing of any grievance, the post-tenure review process shall continue pending determination of the grievance.
- Where the Vice President for Academic Affairs determines that a faculty member's record is excellent or good, the faculty member shall participate in the post-tenure review process three academic years later.

- Where the Vice President for Academic Affairs determines that a faculty member's record is fair or unsatisfactory, the faculty member shall consult with the Chair and tenured members of the DPC, and shall prepare a Professional Plan.
- The Professional Plan shall detail how the faculty member shall meet or exceed the requirements of his or her Department or program with respect to teaching, scholarship and service. The faculty member shall provide the Professional Plan to the Dean and the Vice President for Academic Affairs, with a copy also provided to the Chair or, in the case of departments without a Chair, the Director.
- The Professional Plan shall be approved by the Dean and the Vice President for Academic Affairs. If the Dean and Vice President do not approve the Plan, the Dean shall meet with the faculty member to discuss how to improve the plan. The faculty member will then revise the Plan and submit a revised Professional Plan to the Dean and the Vice President. The Dean shall review the revised Plan and make a recommendation to the Vice President. Following review of the revised Plan, the Vice President shall determine whether to approve it. If it is not approved, the faculty member shall revise the Plan and the Dean and Vice President will review the Plan consistent with this paragraph.
- In each succeeding two years after approval of the Plan, the faculty member shall update the Professional Plan and provide the updated Plan to the Dean and Vice President for Academic Affairs. The Dean shall review the Professional Plan and the faculty member's performance. If the faculty member's updated Plan and performance are not satisfactory to the Dean, then the Dean and Vice President for Academic Affairs shall meet with the faculty member and the Chair to discuss the faculty member's performance. The faculty member shall then provide a revised updated Plan to the Dean and the Vice President, with a copy to the Chair.
- In the third year following approval of the initial Performance Plan, the faculty member shall prepare an updated Performance Plan. The updated Performance Plan and the faculty member's performance shall be reviewed by a Post-Tenure Review Committee, comprised of two tenured faculty members appointed by the president of the University Faculty Senate, the Dean, and two other academic administrators appointed by the Administration.
- The Post Tenure Review Committee shall review the Professional Plans submitted by the faculty member and the findings of the Dean in regard to the performance Plans and the Faculty member's performance, and the Committee shall meet with the faculty member. The Committee shall then make a written report to the Vice President for Academic Affairs about whether the faculty member's implementation of the Performance Plans and the faculty member's performance in teaching, scholarship, and service have been satisfactory.

- The Vice President for Academic Affairs shall review the Performance Plans and the Committee's report, and shall make findings about whether the faculty member's implementation of the Performance Plans and performance in teaching, scholarship, and service are satisfactory. The Vice President will make such findings in writing and shall provide the written findings to the faculty member, the Chair, and the Dean. The Vice President's findings shall be grievable only on procedural, and not substantive, grounds.
- If the finding is satisfactory, the faculty member shall participate in the normal post-tenure review process three years later. An unsatisfactory finding shall constitute "incompetence" for purposes of Article XXIII, section 5(a), and shall constitute Just Cause for discipline up to and including termination. The following outcomes shall be available: A more extensive corrective action plan to be determined by the Vice President and a more frequent requirement to update such Plan; suspension; reduction in pay; demotion in rank; or revocation of tenure and dismissal.
- Nothing in the Post-Tenure Review Process shall be construed to limit or restrict the University's ability to impose discipline where there is just cause under the collective bargaining agreement to do so, notwithstanding a faculty member participating in the Post-Tenure Review Process.
- Currently tenured faculty shall be subject to the Post-Tenure Review Process three years after execution of the new CBA.