

Appendix A
Post Tenure Review

1. The post-tenure development process shall not be a reevaluation of tenure, nor shall it be used to shift the burden of proof from the administration (to show cause for dismissal) to the individual faculty member (to show reasons why he or she should be retained). The review process shall be conducted according to standards that protect the quality of education.
2. LIU and the Collegial Federation agree in principle that the performance of each faculty member must be evaluated holistically and consider a faculty member's accomplishments over the course of the period under review.
3. Six academic years after the beginning of the first year of service as a tenured faculty member, the faculty member shall undergo a review of his or her performance. By October 15 of the year in which the faculty member will be reviewed, the faculty member shall submit a report to the Department Personnel Committee (DPC) 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.
4. Faculty members who submit their retirement paperwork or resignation to take effect at the end of the academic year of the review may be exempt from this process by the VPAA.
5. Current tenured faculty shall be reviewed as follows: The tenured faculty shall be divided into cohorts based on their most recent change in rank or grant of tenure, whichever is later. Each such cohort shall be reviewed starting on September 1, 2025 with those whose rank change or grant of tenure, whichever is later, occurred longest ago, then working forward. By the end of the spring semester prior to the review, the University shall provide the Collegial Federation with the current rank list for the following academic year and notify the faculty who will be subject to review in that academic year. No cohort shall include more than fifteen (15) faculty members for review in any given year. Faculty who are on sabbatical or any other leave during the time when they would otherwise be reviewed will not be subject to review during the leave period but shall be reviewed following the return from such leave.
6. Only tenured members at the same rank or higher on the DPC shall participate in the review. The DPC must be comprised of a minimum of six faculty members from the Department (if there are insufficient faculty in a Department, the procedure currently outlined in the CBA shall be followed). The DPC shall have a non-voting chair who may or may not also be the chair of the Department. The DPC shall generate a set of standards upon which the tenured faculty member shall be assessed based on his or her field(s) of study. Interdisciplinary work shall be considered in the standards generated by the DPC. These norms will be generated by the DPC and must be approved by the dean, then filed with the Campus Faculty Personnel Committee (CFPC).
7. By December 15, the DPC shall forward its recommendation to the Dean. The DPC shall provide a copy of its recommendation to the faculty member within two weeks of the date of issuance. 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 the faculty member's record to be satisfactory or unsatisfactory and explaining its reasoning.

8. 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 Campus Faculty Personnel Committee stating whether he or she considers the faculty member's record to be satisfactory or unsatisfactory and explaining his or her reasoning.
9. The CFPC shall review the faculty member's report, the recommendations of the DPC and the Chair, and the faculty member's record of teaching, scholarship, and service. As part of its review the CFPC may, if it or if the faculty chooses, meet with the faculty member. Following such a review, the CFPC shall make a written recommendation stating whether the faculty member's record is satisfactory or unsatisfactory and explaining its reasoning in each category and in accordance with norms in the Department and field. By March 1, the CFPC shall forward its recommendation, as well as the faculty member's report and the DPC's and chair's recommendations to the Vice President for Academic Affairs. The CFPC shall provide a copy of the recommendation to the faculty member within two weeks of the date of issuance.
10. The Vice President for Academic Affairs (VPAA) shall review the faculty member's report, the recommendations of the DPC, the Chair, the Dean, and the CFPC, and 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 VPAA shall make a written determination of whether he or she considers the faculty member's record to be satisfactory or unsatisfactory and explaining his or her reasoning in each category and in accordance with norms in the Department and field. By June 1, the VPAA shall provide the determination to the faculty member.
11. Where the Vice President for Academic Affairs determines that a faculty member's record is satisfactory, the faculty member shall participate in the post-tenure review process six academic years later.
12. Where the Vice President for Academic Affairs determines that a faculty member's record is unsatisfactory, the VPAA shall consult with the faculty member, chair, and tenured members of the DPC and the Dean and shall prepare a Professional Improvement Plan (PIP) to address the specific category or categories in which the faculty member is determined to be unsatisfactory.
13. The PIP 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/or service in the specific area which has been determined to be unsatisfactory. The faculty member shall begin implementation of the plan immediately.
14. Every year following the development of the Professional Improvement Plan, up to and including the year in which the faculty member's performance shall be reviewed by the Post-Tenure Review Committee, the faculty member will meet with the dean to review the faculty member's implementation of and progress pursuant to the Professional Improvement Plan. Following such meeting, the Dean shall provide a written report to the VPAA summarizing his or her review of the faculty member's implementation of and progress pursuant to the PIP. The Dean shall provide a copy of the report to the faculty member.

15. In the fifth year following approval of the initial Professional Improvement Plan, the faculty member's performance shall be reviewed by a Post-Tenure Review Committee, comprised of three tenured faculty members appointed by the president of the Campus Faculty Personnel Committee, the Dean, and two other academic administrators appointed by the Administration.
16. The Post Tenure Review Committee shall review the Professional Improvement Plan submitted by the faculty member and the reports of the Dean in regard to the Professional Improvement Plan and the Faculty member's performance, and the Committee shall meet with the faculty member. By October 15, the Committee shall make a written report to the Vice President for Academic Affairs about whether the faculty member's implementation of the Professional Improvement Plan and the faculty member's performance in teaching, scholarship, and/or service has been satisfactory. Within 14 days, the Post-Tenure Review Committee shall provide a copy of the report to the faculty member.
17. The Vice President for Academic Affairs shall review the Plan and the Committee's report, and shall make findings about whether the faculty member's implementation of the 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.
18. If the finding is satisfactory, the faculty member shall participate in the normal post-tenure review process six years later.
19. If the finding is unsatisfactory in either teaching, scholarship, or service, the following outcomes shall be available: A more extensive Professional Improvement Plan to be determined by the Vice President of Academic Affairs and a more frequent requirement to update such Professional Improvement Plan; for those with unsatisfactory teaching, the assignment of a peer teaching mentor, and/or, loss of the right to take on compensated outside activities, loss of right to teach overload; for those with unsatisfactory scholarship, mandatory scholarship/writing sessions with an assigned peer coach; and for those with unsatisfactory service, mandatory participation in mutually acceptable service activities.
20. 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.
21. Only procedural challenges may be brought through the grievance procedures with respect to any issues concerning compliance with this Article. To the extent that the post tenure review process set forth herein gives rise to disciplinary action, if any, procedural and substantive challenges may be pursued as part of the disciplinary process.
22. For members hired prior to September 1, 2022, no faculty member shall be included in the first cohort under the post tenure review process if the total number of students in their workload is greater than the total number of students in their workload during the Fall 2022 semester.
23. Currently tenured faculty shall be subject to the Post-Tenure Review Process three years after execution of the new CBA.