Post–Tenure Review

Jamie Parson
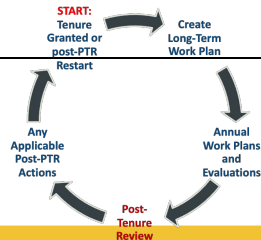Interim Senior Vice Provost

Dr. Lisa Poling
Department Chair
Learning Teaching & Curriculum
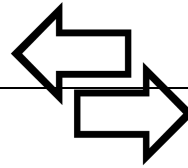
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Key Messages

Evaluation Alignment

PTR works closely with annual review process, creating a cohesive and continuous evaluation system that connects directly to Faculty Workload Plans & Teaching Effectiveness.
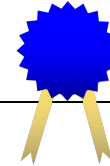
Foster Accountability

Provides clear expectations and a structured path for improvement when a faculty member does not meet expectations.

Recognize Excellence

Acknowledges and rewards exemplary faculty performance.

Sources of Authority

01 [UNC System Policy 400.3.3](#)

02 [UNC System Regulation 400.3.3.1[R]](#)

03 [App State Faculty Handbook 3.11](#)

04 [AASOPs OP 4.3](#)

5 Year Goals

All post-tenure faculty who do not have a five-year goal document should create one by the end of the academic year, regardless of their current PTR cycle. This will help ensure we are consistent with our PTR review policy requirements. We have also created a resource document, **Guidance for Developing 5 Year Goals,** which includes helpful guidance and examples.

What is a Faculty Success Plan?

- Faculty Success Plans are intended to be a **supportive** and **personalized** approach to help individual faculty improve their performance and excel in their role.
- The Faculty Success Plan replaces the Performance Improvement Plan (PIP)
  - Broad spectrum of reasons why someone might have a Faculty Success Plan

Faculty member who doesn't show up for class and doesn't have a syllabus for the course and not teaching to accreditation standards.

Faculty member who is behind on publication expectations. One of their co-authors passed away unexpectedly, an international disaster impacts their research long term, etc.

Tips for Committees

01	Review policies
02	Make sure Foundational Documents are up to date
03	Stick with evidence based evaluation
04	Ensure complete submission of materials

Sample Department PTR Process with Timeline, AY 2024-25

Before Mon February 10: PTR Committee orientation meeting with Chairperson

By Mon February 10: Faculty member submits to the Department Chair and PTR Chair materials in the form of a digital dossier, which will be kept in a shared drive accessible only to the Department Chair and PTR Committee.

TBD between Mon February 10 and Mon March 24: The PTR Committee meets as appropriate. Unlike the APT Committee, the PTR Committee does not invite the faculty member to meet with the committee.

By Mon March 24: PTR Committee summary due to the faculty member and the Chairperson.

By Mon March 31: Chair Evaluation/Recommendation.

By Mon April 14: Faculty Member's Right to Respond to PTR Evaluation Committee or Chair Evaluation.

FH 3.11.8 **Dean Evaluation/Recommendation. (EE's Due to Provost Office in May)**

FH 3.11.8 **Provost Evaluation/Recommendation.**

FH 3.11.10 **Annual Reporting to System Office (campus level data, not individual or department)**

3.11.7 Faculty Member's Right to Respond to PTR Evaluation Committee ~~or~~ and Chair Evaluation. Before the reviews of the post-tenure evaluation committee and the Department Chair proceed, the faculty member under review shall have the opportunity to submit a written response to each. If the faculty member disagrees with the evaluation, the response shall offer evidence in support of a different assessment. The response shall become part of the permanent record of the post-tenure review moving forward. **The faculty member shall have fourteen (14) calendar days from the receipt of the PTR Committee's evaluation to submit a written response to the Department Chair. The faculty member shall have seven (7) calendar days from the receipt of the Department Chair's evaluation to submit a written response to the Dean.**
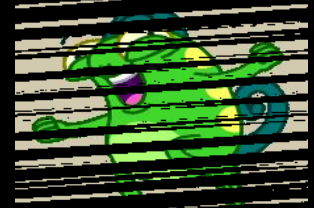
Impermissibles

An Impermissible Basis exists when the decision based on any of the following:

1. Exercise of rights guaranteed by the First Amendment of US Constitution or by Article I of the NC Constitution
2. The faculty member's membership in a group protected from discrimination under state or federal law
3. Other violations of state or federal law
4. Material violation of applicable university policies for reappointment, promotion, and tenure that materially affected the decision

Foundational Documents PTR Checklist

❏ Procedure for selecting members and chair of the PTR committee [OP 4.3.3.1(1-4)]
  - ❏ Procedure for election by tenured faculty of a PTR committee OP 4.3.3.1(1)
  - ❏ Process for when there are not 3 tenured faculty to make up committee OP 4.3.3.1(1)(a)
  - ❏ Process for election to fill vacancies OP 4.3.3.1(2)
  - ❏ Process for appointing PTR chair through election or appointment OP 4.3.3.1(3)
  - ❏ Process to ensure PTR considerations conform with OP 10.1, Professionalism in Personnel Decision Making OP 4.3.3.1(4)

Q & A