

POST-TENURE REVIEW

University Senate

July 8, 2008



AUBURN

UNIVERSITY

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- PTR is not a dismissal policy; its goal is to support faculty development.
- Eligible faculty have included those who have not been reviewed for promotion and tenure within the past six years.

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- Currently 1/6 of eligible faculty are reviewed each year. The basis for review is a CV and letter describing accomplishments and agenda, plus a letter from the department head.

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- Only the Provost sees annual reviews.
- The review is conducted by a university committee appointed in consultation with Senate leadership.

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- The committee votes on whether the faculty member's performance has been satisfactory.
- Out of 71 faculty reviewed this year, eight were judged exceptional, and six were recommended for a development plan.

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- One of six already had development plan in place; two appealed, and Dr. Gogue reviewed and supported the university committee's recommendation.
- The work plans submitted by these six faculty will be reviewed next year.

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- Proposed new approach: we will no longer review large numbers of tenured faculty each year to examine their productivity across the years in detail; instead we will rely on the annual review process to serve as a trigger for PTR.

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- Only those tenured faculty who have received two unsatisfactory annual reviews within a six year period will undergo PTR.
- This new mechanism relies heavily on a strengthened annual review procedure, which we have not had until now.

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- There are now minimum standards which each department's annual faculty review procedure must meet.
- One of these minimum standards is that the faculty member must be told clearly and in writing when performance is unsatisfactory.

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- The first unsatisfactory review puts the faculty member on warning; a second unsatisfactory review over the next five years would trigger PTR.
- Reviews for 2007 (performed in Spring, 2008) are "year one" for purposes of implementing this policy.

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- Thus, any faculty member who received an unsatisfactory review for 2007 is on notice that a second such review over the next five years will trigger PTR.
- Reviews for years prior to 2007 will not be considered under this new policy.

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- Tenured faculty are exempt from PTR while holding full-time administrative assignments, but are subject to PTR when their administrative assignments end.
- Review criteria remain flexible to accommodate differences in faculty assignments; faculty are to be reviewed in alignment with their assignments.

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- The new procedure still calls for review by departmental faculty as well as a University committee of faculty nominated by the Rules Committee, appointed by the President, and chaired by the Provost.
- Materials to be reviewed remain the same.

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- There is an appeals procedure in the new policy similar to that in the Tenure and Promotion policy.
- Faculty whose performance is found to be unsatisfactory during PTR will be asked to prepare and undertake a development plan.

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- The development plan is to contain goals that can reasonably be completed within twelve months.
- Successful completion of the development plan will end the process for that faculty member and "restart the clock" for PTR purposes.

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- Failure to complete the plan will lead to sanctions including withholding of merit-based salary increases, loss of privileges, and possible reassignment of duties.
- Each year the Provost's Office will post an implementation calendar with deadlines for each step of the process.