

Documents of the History and Development of Post-Tenure Review

Documents for 2010-2011:

- [Post-Tenure Review Principles Sent to Administration](#) (January 19, 2011)

Documents for 2011-2012

- [Administration's Response](#) to Faculty Senate's Resolution on Post-Tenure Review (August 9, 2011)
- [Personnel Policies Committee Report](#) (November 13, 2011)
- [Personnel Policies Committee Report](#) (November 30, 2011)
- [Personnel Policies Committee Report](#) (January 25, 2012)
- [Report Document](#) "A Critical Analysis of the Faculty Senate's Principles for Post-Tenure Review: An Explanation, Clarification, and Justification with Policy Recommendations" (February 6, 2012) -- this was prepared for the Post-Tenure Review Task Force and was approved at the February 8 meeting of the Faculty Senate
- [Post-Tenure Review: A Recommended Policy and Procedure](#) (February 22, 2012) -- This was sent to Dean Scoufos, Chair of the Post-Tenure Review Task Force, and she forwarded the document to the other members of the Task-Force.
- [Personnel Policies Committee Report](#) (April 4, 2012) – This was prepared for the Faculty Senate Meeting of April 4, 2012 (includes a report about the second meeting of the Post-Tenure Review Task Force that was held on March 28, 2012)

Documents for 2012-2013

[Recent Background on Post-Tenure Review](#) (October 10, 2012)

[Post-tenure Review Policy Draft](#) (presented to the Faculty Senate on October 10, 2012)

[Post-tenure Review Policy](#) (approved by the Faculty Senate on October 10, 2012--this is the current proposal)

[Personnel Policies Committee Report](#) (February 13, 2013)

Documents for 2013-2014

- [Notes](#) from a joint meeting of the Executive Committee, Personnel Policies Committee, and VPs Clark and McMillan on Academic Planning and Post-Tenure Review (November 13, 2013)
- A joint meeting of the Executive Committee and Personnel Policies Committee to draft responses to the comments from the Dean and academic department chairs and to modify the policy draft based on those comments (July 2, 2014).

- A joint meeting of the Personnel Policies and Executive Committees was held with Drs. McMillan and Clark to discuss the next steps in the development of the post-tenure review policy (September 29, 2014).

E-mail sent from the Faculty Senate requesting comments on the Post-Tenure Review Policy (broadcast to the faculty mailing list on 3/5/2014 at 9:34 AM)

As many of you know the Administration and the Faculty Senate have been working together on a badly-needed revision of the University's policy on post-tenure review. The entirety of the current policy (found in sections 4.6.6 and 4.6.7 of the Academic Policies and Procedures Manual) is:

- 1) The academic and professional performance of tenured faculty is to be reviewed at least every 3rd year.
- 2) An unsatisfactory review triggers an automatic review the following year.
- 3) Two consecutive unsatisfactory post-tenure reviews may be grounds for dismissal.

The policy as it stands lacks any detail in how the reviews are done, who does them, and is framed almost entirely as a personnel action rather than as a developmental tool to help faculty members. It also lacks any appeal process or other protections.

Working together the Administration and Faculty Senate have a draft of a new post-tenure review policy which is radically different in that it:

- 1) Draws on AAUP recommendations where possible
- 2) Includes the existing annual evaluations as a component in the review
- 3) Has a strong developmental component to help faculty
- 4) Has the primary review done by faculty within a program/department while still involving the department chair and Dean of Instruction
- 5) Defines what it means for a review to be unsatisfactory
- 6) Follows an unsatisfactory review with a development plan
- 7) Includes an appeal process for post-tenure review decisions

The current policy draft is attached to this e-mail and can be found at the [Senate website](#) as well.

As any policy on post-tenure review will affect large numbers of faculty we want to get your comments and input before going into the final revision phase. So if you have any comments or other feedback on the proposal please send them to the Faculty Senate e-mail address (faculty senate@se.edu) by **Monday, April 14th**. The Senate Chair will anonymize the comments before passing them on to the working group – we hope this encourages the widest response while preserving the ability to get clarification or other follow-up as needed.

Chris Moretti

Chair, Faculty Senate