



<b>POLICY TITLE</b>	Post-Tenure Review	<b>Policy Number</b>	638
<b>Section</b>	Academics	<b>Approval Date</b>	February 11, 2010
<b>Subsection</b>	Faculty	<b>Effective Date</b>	February 11, 2010
<b>Responsible Office</b>	Office of the Senior Vice President of Academic Affairs		

### 1.0 PURPOSE

1.1 The intent of post-tenure review is to promote continued professional development of tenured faculty and to provide the means for recognizing and enhancing faculty performance.

### 2.0 REFERENCES

2.1 *Northwest Accreditation Handbook*, Section 4.1 Faculty Evaluation

2.2 Post-Tenure Review: An AAUP Response

2.3 Utah State Board of Regents' Policy R481 *Academic Freedom, Professional Responsibility, and Tenure*

2.4 UVU Policy 635 *Faculty Rights and Professional Responsibilities*

2.5 UVU Policy 648 *Faculty Disciplinary Action*

### 3.0 DEFINITIONS

3.1 **Annual review:** A report of a faculty member's activities, assignments, successes, accomplishments, and goals resulting from a discussion with the department chair in an annual meeting.

3.2 **RTP committee:** A group of tenured faculty from one or multiple related disciplines that evaluates faculty peers for retention, tenure, or promotion.

### 4.0 POLICY

4.1 Post-tenure review is conducted at the department level by the RTP committee for the purposes of recognizing faculty performance and enhancing each individual's growth and development in areas related to performance in teaching, scholarship, and service. Post-tenure



review of department faculty shall rely on faculty annual reviews and other appropriate documentation for the evaluation of faculty progress.

**5.0 PROCEDURES**

**5.1.1** Department faculty develop criteria for evaluating faculty for post-tenure review that reflect the standards of their respective disciplines and in accordance with established faculty responsibilities as specified in UVU Policy 635 *Faculty Rights and Professional Responsibilities*. Departments shall also establish procedures for implementing post-tenure review in accordance with the provisions of this policy. Department criteria and procedures for post-tenure review shall be subject to approval of the dean, the Senior Vice President of Academic Affairs (SVPAA), and the Faculty Senate standing committee on post-tenure review. The Post-Tenure Review Committee of the Faculty Senate ensures that department post-tenure criteria are reviewed for compliance with university policies every five years. Rank advancement evaluations shall fulfill post-tenure review requirements.

**5.2 Departmental Review of Tenured Faculty**

**5.2.1** Post-tenure review of tenured faculty shall occur once every five-year period of service after the award of tenure, or after the most recent evaluation for promotion in rank.

**5.2.2** At the time of post-tenure review, the five preceding annual reviews along with any other appropriate materials from the faculty member shall be made available to the department RTP committee for review. The committee shall acknowledge significant achievements and recommend any areas for improvement.

**5.2.3** Where areas for improvement in a faculty member’s performance are identified, the faculty member shall develop a plan for improvement and work with the department chair to meet the plan’s provisions.

**5.2.4** The written post-tenure review report shall be forwarded to the department chair, who may add comments. The chair forwards the report to the dean, who may also make comments. The dean forwards the report to the SVPAA, who may also make comments. A copy of the post-tenure review report, along with the comments from the department chair, dean and SVPAA, if any, shall be given to the faculty member, who may respond in writing. The SVPAA submits the post-tenure review report along with all comments and responses to the faculty member’s employee file with Human Resources, and forwards a copy to the faculty member and the department chair. Files and reports may be stored electronically.

POLICY HISTORY		
Date of Last Action	Action Taken	Authorizing Entity