

UTAH VALLEY UNIVERSITY

Policies and Procedures

POLICY TITLE	Post-Tenure Review	Policy Number	638
Section	Academics	Approval Date	June 18, 2025
Subsection	Faculty	Effective Date	June 18, 2025
Responsible Office	Office of the Provost/Senior Vice President of Academic Affairs	Last Review	June 18, 2025

1.0 PURPOSE

1.1 In accordance with Utah Board of Higher Education policy and accreditation requirements, the University conducts post-tenure reviews of tenured faculty members to (1) recognize performance in the discipline's endeavors that demonstrates growth and development; (2) communicate to the faculty member improvements needed in scholarship, teaching, and service and in adhering to UVU Policy 635 *Faculty Rights and Professional Responsibilities* and other applicable policies; and (3) enhance each individual's future productivity.

2.0 REFERENCES

2.1 *Tenure–Reporting*, Utah Code §53B-2-106.1 (2024)

2.2 Utah Board of Higher Education Policy R481 *Academic Freedom, Professional Responsibility, Tenure, Termination, and Post-Tenure Review*

2.3 UVU Policy 633 *Faculty Performance Evaluation and Feedback*

2.4 UVU Policy 635 *Faculty Rights and Professional Responsibilities*

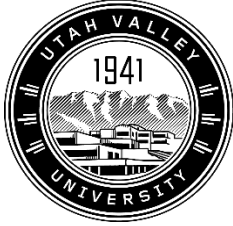
2.5 UVU Policy 649 *Faculty Sanction and Dismissal with Cause*

3.0 DEFINITIONS

3.1 Intellectual property: Any and all types of legally recognized intellectual property, including but not limited to, any invention, discovery, creation, know-how, technology, scientific or technological development, idea, research or other data, computer software, work of authorship, design, mark, or logo, regardless of whether subject to protection under patent, trademark, copyright, trade secret, or other applicable laws.

3.2 Remediation Plan: A plan to help faculty meet expectations and address deficiencies in performance.

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3.3 Student Rating of Instruction (SRI): A standard, university-wide student rating of faculty teaching that is used for formative and summative purposes.

4.0 POLICY

4.1 Post-Tenure Review

4.1.1 The post-tenure review period covers five complete years since a faculty member received tenure or five complete years from their last post-tenure review.

4.1.2 Post-tenure review shall be distinct from the tenure and promotion processes. It is not a reapplication for tenure.

4.1.3 Post-tenure review shall be a comprehensive review of the tenured faculty member's performance over the previous five years. The post-tenure review shall take a comprehensive approach in assessing overall performance across the review period.

4.1.4 While eligibility for rank advancement and required post-tenure review may occur in the same year, faculty members cannot substitute rank advancement submissions for post-tenure review submissions.

4.1.5 Post-tenure review shall protect academic freedom in teaching and research.

4.1.6 Post-tenure review shall include

4.1.6.1 a teaching assessment, including student evaluations, for all courses taught;

4.1.6.2 a demonstration of the quality of the tenured faculty member's scholarship research/creative works;

4.1.6.3 an explanation of service to the profession, institution, or community;

4.1.6.4 intellectual property owned wholly or partly by, or commercialization efforts attributed to, the tenured faculty member;

4.1.6.5 the tenured faculty member's compliance with university policies regarding the responsibilities and ethical obligations of faculty members; and

4.1.6.6 any improvement plans for underperformance.

4.1.7 UVU Policy 635 *Faculty Rights and Professional Responsibilities* will serve as the minimum performance standards for post-tenure review.



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4.2 Performance Standards and Remediation

4.2.1 If the post-tenure review shows that the faculty member is not meeting the minimum performance standards required by the institution, the faculty member will be placed on a remediation plan to address any deficiencies as outlined in section 5.7 of this policy.

4.2.2 A faculty member’s failure to successfully address deficiencies identified in the remediation plan will be subject to disciplinary action up to and including dismissal for cause, with appeal rights, under UVU Policy 649 *Faculty Sanction and Dismissal for Cause*.

5.0 PROCEDURES

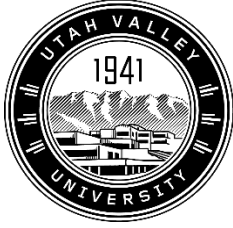
5.1 Post-Tenure Review

5.1.1 Faculty members undergo a review in their sixth year after being granted tenure; this review evaluates their performance over the preceding five years. After this sixth-year review, the college-level committee will conduct post-tenure review of the faculty members every five years.

5.1.2 Faculty can determine the year they apply for post-tenure review by reviewing the table below.

Received tenure in a year ending in the following number or last digit of year of last review	Current Year
4 and 9	2024–25 & 2029–30
5 and 0	2025–26 & 2030–31
6 and 1	2026–27 & 2031–32
7 and 2	2027–28 & 2032–33
8 and 3	2028–29 & 2033–34

5.1.3 Post-tenure review shall be conducted through a college-level committee comprised of at least two tenured faculty members and chaired by the dean as the Provost’s designee. The number of committee members will be at the discretion of the dean of the school or college.



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5.2 Faculty Submission Requirements

5.2.1 Faculty members shall submit the following materials through the approved university digital management system:

5.2.1.1 curriculum vitae

5.2.1.2 annual reviews for the past five years,

5.2.1.3 Student Ratings of Instruction (SRIs) for all semesters taught, including summer, during the past five years; and

5.2.1.4 performance improvement plans (PIPs) and sanctions that occur within and outside the annual review process.

5.2.2 Faculty members may include optional comments to contextualize SRIs, annual reviews, and PIPs.

5.2.3 Post-tenure is a legal and institutional requirement. A faculty member who fails to complete a post-tenure review submission in accordance with this policy may face sanctions up to and including termination.

5.3 Committee Composition and Review

5.3.1 The Provost shall appoint college- or schoolwide committee members in consultation with the dean and department chairs.

5.3.2 The committee shall be comprised of the dean (as the Provost's designee) and at least two tenured faculty members appointed from a different department than the faculty member. The committee may also include up to two tenured faculty members from the same department.

5.3.3 The dean will provide the committee's recommendations to the Provost, and then the Provost will provide their recommendations to the President.

5.4 Review Timeline

5.4.1 Faculty members shall submit their materials by January 14 in their sixth year after receiving tenure and every five years after that. (See the table in section 5.2.)

5.4.2 The dean shall forward committee recommendations to the Provost by March 1.

5.4.3 The Provost shall forward their recommendations to the President by April 15.

5.4.4 The President, in consultation with the Provost, the dean, and the Board of Trustees, shall make final decisions by May 30.



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5.4.5 Academic Affairs shall notify faculty, the dean, and department chairs of the President's decision by June 15.

5.5 Special Circumstances

5.5.1 Sabbatical leave periods shall count toward the five-year review period.

5.5.2 Faculty members on sabbatical leave during their scheduled post-tenure review year shall still complete this review during that year.

5.5.3 If a faculty member needs an extension of time to submit their post-tenure review portfolio due to a leave of absence related to a protected status, they should contact People and Culture to request an accommodation.

5.6 Post-Tenure Review Rubric

5.6.1 Academic Affairs, in collaboration with Faculty Senate, will create and maintain a rubric for post-tenure review that establishes performance standards consistent with Policy 635 *Faculty Rights and Professional Responsibilities*.

5.6.2 Faculty submissions will be evaluated based on the existing rubric approved by the start of the academic year in which faculty are submitting their post-tenure review.

5.7 Remediation Plan

5.7.1 If a faculty member does not meet post-tenure review standards, the department chair shall

5.7.1.1 create a remediation plan to address deficiencies with significant input from the faculty member;

5.7.1.2 establish a timeline, no longer than one academic year, by which the tenured faculty member is expected to address the deficiencies; and

5.7.1.3 monitor progress toward addressing deficiencies, as outlined in the timeline.

5.7.2 If a faculty member refuses to collaborate, the department chair will create the remediation plan as a directive.

5.7.3 The dean must review and approve all remediation plans and directives.

5.7.4 The remediation plan must be approved and in place by the beginning of the academic year following the post-tenure review.

5.7.5 Any current performance improvement plan (PIP) may become the basis of a new remediation plan.



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5.7.6 If a faculty member fails to address the deficiencies within the specified timeline, they may be subject to sanctions, including dismissal for cause, subject to the appeals process as outlined in UVU Policy 649 *Faculty Sanction and Dismissal for Cause*.

5.7.7 Appeals shall follow the process outlined in Policy 649 *Faculty Sanction and Dismissal for Cause*.

5.7.8 If the President, in consultation with the Board of Trustees, does not dismiss a tenured faculty member who fails to address the noted deficiencies within the timeline, the President shall provide written justification to the Utah Board of Higher Education.

5.8 Annual Report

5.8.1 The President shall provide an annual report to the Utah Board of Higher Education, no later than October 1 of each year with the following information:

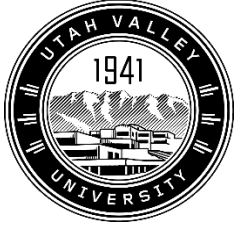
5.8.1.1 the number of post-tenure reviews that took place in the previous year;

5.8.1.2 an analysis of scores from post-tenure reviews that took place in the previous year with personal information redacted;

5.8.1.3 the number of post-tenure reviews from the previous year that resulted in a remediation plan;

5.8.1.4 a qualitative summary of the types of remediation plans created in the previous year, including an average timeline by which tenured faculty members are expected to address deficiencies; and

5.8.1.5 a summary of written justifications described in 5.7.7, if any, with personal information redacted.



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POLICY HISTORY		
Date of Last Formal Review: June 18, 2025		
Due Date of Next Review: June 18, 2030		
Date of Last Action	Action Taken	Authorizing Entity
June 18, 2025	New policy approved through the regular policy process.	UVU Board of Trustees