

**RESOLUTION OF THE
VIRGINIA STATE UNIVERSITY BOARD OF VISITORS
APPROVAL OF
POST-TENURE REVIEW**

WHEREAS, Post-Tenure Review, as required by the Appropriation Act of the 1996 General Assembly of the Commonwealth of Virginia, provides a means by which the institution can ensure that tenured faculty remain productive by fulfilling their obligation in those designated areas of responsibility (teaching, scholarly research/creative activities, and professional service) and that they demonstrate through the fulfillment of those responsibilities a commitment to the mission and goals of the University. The intent of Post-Tenure Review (“PTR”) is the continued professional development, not the punishment, of the tenured faculty member. Therefore, the faculty member, the department, the school or college, and the University all have a vested interest in the faculty member’s successful completion of Post-Tenure Review; and

WHEREAS, the Post-Tenure Review of a tenured faculty member shall be triggered by two consecutive overall unfavorable annual performance evaluations or by three overall unfavorable annual performance evaluations within the last five years; and

WHEREAS, while the responsibility for initiating the submission of the PTR professional development plan is that of the faculty member, tenured faculty members undergoing Post-Tenure Review should have a reasonable expectation of institutional resources and support needed for the successful completion of the professional development plan. The college dean in consultation with the Provost/Vice President for Academic Affairs shall identify the resources needed. The lack of adequate resources may require a modification in the professional development plan. Once the unfavorable evaluations have been acknowledged by the faculty member or upheld by the departmental grievance committee, the Post-Tenure Review process begins with the tenured faculty member’s submission of a PTR professional development plan; and

WHEREAS, the Post-Tenure Review process for the faculty member shall end when one of the following occurs:

- satisfactory completion of the professional development plan
- refusal to fulfill PTR obligations
- unsatisfactory progress with the PTR professional development plan

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Visitors of Virginia State University hereby approves the Post-Tenure Review Process.

Huron F. Winstead, Rector

Thursa D. Crittenden, Secretary

Date

Date