

VIRGINIA STATE UNIVERSITY
VIRGINIA STATE UNIVERSITY, VIRGINIA 23806

DATE: September 9, 2020	BOARD COMMITTEE: Academic Affairs
SUBJECT: Post-Tenure Review Process	INITIATING UNIT: Academic Affairs
BOARD ACTION:	ADDITIONAL INFORMATION INCLUDED IN BOARD PACKAGE:

TOPIC - Post-Tenure Review

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 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.

Procedures for Post-Tenure Review (PTR)

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.

If an annual evaluation results in an overall unfavorable rating, then the faculty member has the option of further review by the standing Departmental Grievance Committee consisting of three tenured faculty members. If there are insufficient tenured faculty members than required to form a departmental committee, then a school committee shall be formed to perform the review. Such a committee shall consist of three tenured faculty members, of which one of them is selected by the affected faculty member, the second selected by the Dean, and the third jointly selected by the two chosen individuals. The department chair and the affected faculty member will submit relevant documents to the committee for its review. If the committee determines that the unfavorable ratings are not justified by the documents reviewed, the committee will then submit to the Chair an alternative rating, which supersedes the rating of the chair. The committee's rating is reported to the chair and to the dean. If the committee determines that the unfavorable annual evaluations are justified, then the recommendation for Post-Tenure Review stands.

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The Post-Tenure Review process, like other forms of evaluation of a faculty member's performance, should focus on professional development and continuous improvement in those major appraisal areas for instructional faculty: teaching, scholarship and creative activities, and service. While the process ensures continued faculty productivity in these areas, the Post-Tenure Review process must never be used as a means for achieving larger management objectives such as "downsizing," "restructuring," or "reengineering." Individual faculty reviews should, however, focus on the quality of the individual faculty member's work and not on such larger considerations as programmatic direction. As stated in 2.5.1 of the Faculty Handbook, "Tenure brings with it the university's obligation to renew the faculty member's contract and the faculty member's obligation to demonstrate academic achievement and a promise of continued productivity." Post-Tenure Review should therefore embrace this mutual commitment between the tenured faculty member and the institution to enhance the mission and goals of the University.