

Dixie State University Policy

642 Post-Tenure Review



- I. Purpose
- II. Scope
- III. Definitions
- IV. Policy
- V. References
- VI. Procedures
- VII. Addenda

1. Purpose

- 1.1. The review is intended to evaluate and facilitate continued faculty professional learning and growth by establishing review criteria for student learning and success, scholarly and creative activities, and service consistent with fulfillment of the University mission and goals in compliance with relevant Board of Regents policies.

2. Scope

- 2.1. All tenured faculty and reviewers of candidates who submit a review under this policy.

3. Definitions

- 3.1. **Annual Faculty Activity Plan (AFAP):** The AFAP is a document developed by faculty in conjunction with leadership to describe the intended activities for the subsequent year in the areas of student learning and success, scholarly and creative activities, and service and to establish a plan for professional growth. These activities should align with the university performance standards defined in this policy and advance professional growth. The AFAP should also include any unique responsibilities or expectations that were described in the initial position description.
- 3.2. **Candidate:** A full-time employee with a faculty appointment who submits a portfolio for review under this policy.
- 3.3. **Day:** Within this policy, "day" refers "business day." A day is when the University is open for business, excluding weekends and holidays.
- 3.4. **Deadlines:** If a deadline included in this policy falls on a non-business day, the

deadline will be changed to the next business day.

- 3.5. **Faculty:** For the purposes of this policy, faculty are full-time Tenure-Track Faculty as defined in Policy 631 Faculty Categories who have already achieved tenure.
- 3.6. **Portfolio:** A faculty maintained electronic repository for all materials required for review.
- 3.7. **Post-Tenure:** Faculty members who have completed the probationary period and have been awarded tenure.
- 3.8. **Professional Improvement Plan:** A Professional Improvement Plan outlines the areas for improvement over the next academic year and is approved by the Provost/Vice President of Academic Affairs (VPAA).
- 3.9. **Promotion/Rank Advancement:** Promotion in faculty rank is the acknowledgement by the institution of excellence in performance of student learning and success, scholarly and creative activities, and service as appropriate to the faculty member's AFAP.
- 3.10. **Rank:** Academic ranks as outlined in Policy 631: Faculty Categories
- 3.11. **Review:** A faculty review is the process of peer and administrator examination of a faculty member's portfolio for the purpose of appraising the faculty member's performance in his/her duties and responsibilities as outlined in the faculty member's AFAP, DSU Policy 633: Faculty Rights and Responsibilities, and other applicable University policies.
- 3.12. **Tenure-Track Faculty:** Full-time faculty who are on the Tenure-Track as defined in Policy 631: Faculty Categories.

4. Policy

4.1. Serving as a full-time administrator

- 4.1.1. A post-tenure faculty member with rank in a DSU academic department who accepts appointment as a dean or other full-time administrative position retains faculty status, rank, and tenure during his/her administrative appointment, but is not considered to have a current faculty appointment. Years served as a dean or other full-time administrative position can accrue toward rank advancement as applicable, although application for such advancement may not be submitted while the individual is serving in a non-faculty appointment. Post-tenure reviews are not required while a faculty member serves as a

dean or in another full-time administrative position. (See DSU Policy 641: Faculty Retention, Tenure, Promotion and 661: Academic Structure.)

4.2. Review Criteria

- 4.2.1. Faculty members who have received tenure are expected to demonstrate the same strong commitment to serve students, colleagues, the department, the University, and the greater community throughout their careers at DSU. Post-Tenure Review criteria are the same as for other reviews as outlined in Policy 641: Faculty Retention, Tenure, Promotion.
- 4.2.2. Post-Tenure review focuses on the faculty member’s accomplishments since his/her last review.

4.3. Faculty Portfolios

- 4.3.1. The University requires that all documentation regarding and in support of a candidate’s review portfolio be housed in the specified electronic system. All full-time employees with faculty appointments are required to maintain a current portfolio in the electronic portfolio system.
- 4.3.2. The following must be included in the portfolio before the next-level review can be completed, and these documents should permanently remain in the portfolio. In addition, any formal, written response to the above listed documents submitted by the candidate must be included in the portfolio prior to the next level review.

Level of Review	Documents Required Before Review
University Post-Tenure Review Committee	<ul style="list-style-type: none"> 1. Letter from the candidate to chair of College Faculty Review Committee. 2. Dean’s Letter
Provost’ Review	<ul style="list-style-type: none"> 1. Letter and vote count from Post-Tenure Review Committee to Provost/VPAA 2. Vote from current full professors or higher (for promotion to University Professor)

- 4.3.3. Any member of the Post-Tenure Review Committee has the right to access the electronic portfolio of a faculty member who has submitted an application to that committee and to participate in the review, regardless rank or discipline. All faculty members eligible to participate

in the review should have access to relevant portfolios through their office computers. Deans and the Provost/VPAA or their designee(s) have the right to review the electronic portfolio of any faculty member under their jurisdiction.

4.4. Post-Tenure Review Committee

4.4.1. Confidentiality: For the purposes of this policy, confidential information is that which is not generally known to the public. The confidentiality of information related to the processes outlined in this policy is to be respected. The confidentiality extends indefinitely, not just during the review period. Members of all committees and others with access to this information participate in the process with the understanding that all matters related to faculty reviews, including deliberations and voting results, must remain confidential. The rule of confidentiality does not expire. Even after a review is completed, committee members are prohibited from discussing any actions, deliberations, and recommendations of the committee, or any information about candidates derived from the review process. Individuals who violate this confidentiality will be considered in violation of DSU policy and may be subject to disciplinary action.

4.4.1.1. Candidates under review are discouraged from directly approaching committee members concerning disposition of their review beyond any supervisor and/or mentor relationship previously established between two members of the faculty. This does not preclude social, business, and casual interaction where the candidate's application and the process are not discussed. This does not prohibit a committee chair or administrator from requesting more information from a candidate when needed.

4.4.1.2. Notwithstanding the foregoing, DSU and all DSU employees must comply with all public records laws including the Utah Government Records Access and Management Act (GRAMA). See DSU Policy 152: Records Access and Management.

4.4.2. The Post-Tenure Review Committee will perform continuing reviews of the portfolios of post-tenure faculty members according to a regular schedule.

4.4.3. The Post-Tenure Review Committee will be comprised of at least five tenured faculty of full rank (Professor, Academic Librarian, or higher) with appropriate representation from various academic areas. Ideally

one member from each college if available and no more than two from any one college.

4.4.3.1. The committee members will be elected for three-year terms on a staggered basis.

4.4.4. The Faculty Senate is responsible for holding the elections to populate the Post-Tenure Review Committee. All full-time, Tenure-Track faculty are eligible to vote, regardless of discipline or rank. If, at the end of an academic year (June 30), the Faculty Senate has not fully populated the Post-Tenure Review Committee, the Provost/VPAA and the deans will appoint an appropriate number of eligible representative faculty members to serve one-year terms.

4.4.5. No faculty member scheduled for a review by the Post-Tenure Review Committee may serve on the committee or as chair during that year. The members and chair of the Post-Tenure Review Committee may not submit a review to the committee during their term of office.

4.4.6. Department chairs and deans are not eligible to chair or be members of the Post-Tenure Review Committee during their appointments.

4.4.7. The Provost/VPAA and the Faculty Senate president will jointly designate a tenured full professor to act as a chair for a three-year period with voting rights in the event of a tie. Such appointment must be made by May 1 in the last year of the previous chair's term. An individual may not immediately succeed him/herself in the position of chair, although s/he may serve as a member of the committee prior to or immediately after serving as chair.

4.4.8. No supervisor of a faculty member under review may participate in the committee's review, other than in the form of administrative evaluations included in the faculty member's portfolio and letters written at the faculty member's request. Department chairs, deans, and other University administrators may not attend meetings or participate in the deliberations of the Post-Tenure Review Committee except by specific invitation from the committee.

4.5. Types of Reviews

4.5.1. DSU requires all faculty members to undergo a set of regular and rigorous reviews throughout their careers. Faculty members must maintain a current portfolio in the required electronic format at all times and must submit it for review according to the following schedule:

4.5.2. Post-Tenure Review

- 4.5.2.1. All tenured faculty members who have not undergone a successful Promotion, Tenure, or Post-Tenure Review during the previous five years will undergo a Post-Tenure Review during the fall semester of the sixth year.
 - 4.5.2.1.1. Candidates who choose to apply for promotion rather than their first Post-Tenure Review, and are not approved for promotion, are required to submit a Post-Tenure Review the following academic year.
- 4.5.2.2. A Letter of Intent signaling a faculty member's intent to submit a portfolio for Post-Tenure Review must be submitted to the chair of the Faculty Post-Tenure Review Committee by October 1 in the year of the required review.
- 4.5.2.3. The Post-Tenure Review is mandatory. A Tenure-Track Faculty who fails to submit a required letter and/or make a complete and current portfolio available for review according to the schedule listed in this policy will be considered in violation of this policy and subject to corrective or disciplinary action.

4.5.3. Promotion Reviews

- 4.5.3.1. Faculty members eligible for rank advancement to University Professor may apply by undergoing a Promotion review simultaneously with the second Post-Tenure Review since attaining the rank of Professor. New rank, if approved, goes into effect at the beginning of the following academic year (July 1).

5. References

- 5.1. DSU Policy 631: Faculty Categories
- 5.2. DSU Policy 633: Faculty Rights and Responsibilities
- 5.3. DSU Policy 641: Faculty Retention, Tenure, Promotion
- 5.4. DSU Policy 661: Academic Structure

6. Procedures

- 6.1. Post-Tenure Reviews are mandatory, and portfolios must be submitted according to the established schedule. All tenured faculty who have not

undergone a successful Promotion or Post-Tenure Review during the previous five years will undergo a Post-Tenure Review during the fall semester of the sixth year. The basic standard for appraisal will be the competent and conscientious discharge of duties as specified by the faculty member's role statement, as well as established departmental, college, and/or University standards and policies.

- 6.1.1. Incorporating and building on regular student, supervisor, peer, and self-evaluations, the Post-Tenure Review process is intended to assess the expectation that faculty members must demonstrate continued achievement of professional goals, ongoing professional development, and maximum contributions to the University, particularly in the areas of student learning and success, scholarly and creative activity, and service.
- 6.1.2. Reviews can be delayed for a year for various reasons, but such delays require the agreement of the faculty member, the faculty member's department chair and dean, and the Provost/VPAA.
- 6.1.3. The Post-Tenure Review process is to evaluate progressive learning and growth and does not jeopardize the faculty member under review. The standard for dismissal of a tenured faculty member remains just cause as outlined in DSU Policy 371: Faculty Termination.
 - 6.1.3.1. While evidence used in the Post-Tenure Review might also be used in construction of cause for termination, in no case does the institutional burden of proving cause for dismissal shift to the faculty member having to show cause for retention. The academic freedom of the faculty member being reviewed will be protected throughout the review process.

6.2. Post-Tenure Review Committee

- 6.2.1. The faculty member under review will submit a letter of intent to the chair of the Post-Tenure Review Committee by October 1 in the sixth year following the previous review, or sooner if required by a Faculty Development Plan. The letter must include a request that the Committee review the faculty member's portfolio.
- 6.2.2. No later than December 1, the Post-Tenure Review Committee will respond with a written report to the faculty member being reviewed, to the faculty member's department chair and dean, and to the Provost/VPAA.

- 6.2.2.1. The written report will include the conclusion of the committee as to whether the faculty member being reviewed is meeting or exceeding standards and therefore is recommended for a favorable review, or whether there are substantive concerns or deficiencies which the faculty member must correct and therefore is recommended for an unfavorable review, as well as the bases for such conclusions.
- 6.2.2.2. The committee should note specific areas of notable success and must note any specific areas needing improvement, may provide suggestions as to means and benchmarks for improvement, and, if the faculty member did not receive a favorable review, the required time schedule for future reviews.
- 6.2.3. At this time, the candidate will have the opportunity, but not the obligation, to add a written statement to his/her formal portfolio in response to the report of the University Faculty Review Committee evaluation. Written notice of this option will be included with the copy of the report that is sent to the candidate from the Chair of the Post-Probation Faculty Review Committee. If the candidate chooses to add such a statement to the portfolio, that statement must be submitted to the Provost by December 15. If the candidate submits a written statement to the Provost by that date, the candidate's statement will be considered in the review as it progresses. The candidate must also include the written statement in his/her portfolio.

6.3. Provost/VPAA

- 6.3.1. Not later than February 15, the Provost/VPAA will prepare a final recommendation to the President with respect to the post-probation reviews of faculty, including his/her recommendation regarding any salary increase, and a copy will be sent to the faculty member and the faculty member's department chair and dean.
 - 6.3.1.1. If the review is unfavorable, the faculty member, working with the faculty member's department chair and dean, will develop a written Professional Improvement Plan, addressing strategies and actions for correcting noted deficiencies during the next year.
 - 6.3.1.1.1. The Professional Improvement Plan must be submitted to the Provost/VPAA by March 15 and must be approved not later than April 15.
 - 6.3.1.1.2. If the requirements of the Professional Improvement Plan

are not achieved, the faculty member is in violation of Policy 633: Faculty Rights and Responsibilities and may be subject to disciplinary actions up to and including termination.

- 6.3.1.1.3. In no case will a Professional Improvement Plan limit the institution's ability to implement the Faculty Termination policy.

6.4. Appeals Process

- 6.4.1. A faculty member may appeal a negative recommendation regarding a Post-Tenure Review from the Provost/VPAA. The appeal must be submitted in writing to the chair of the Faculty Hearing Board within 30 days of the notification being sent.
- 6.4.2. Appeals can be made on one or more of the following bases.
 - 6.4.2.1. Material procedural irregularities which were likely to have substantially and adversely affected the recommendation at any level.
 - 6.4.2.2. Bias, discrimination, or illegal employment practices in violation of DSU policy, including DSU Policy 633, or state or federal law.
- 6.4.3. The composition and procedures of the Faculty Hearing Board are outlined in DSU Policy 640d: Faculty Senate Standing Committees.
- 6.4.4. The Faculty Hearing Board will review the portfolio and any other documentation submitted, conduct hearings as it deems appropriate, and make a recommendation to the University President either to uphold the previous decision or request reconsideration beginning at the level of the Post-Probation Review Committee or the Provost.
- 6.4.5. If the appeal is denied and the previous decision upheld, the original decision not providing a positive post-probation review will be final.

7. Addenda – N/A

Policy Owner: Provost/Vice President of Academic Affairs
Policy Steward: Faculty Senate

History:
Approved 7/31/19