

Periodic Post-Tenure Review of Faculty

Faculty with indefinite tenure shall be reviewed periodically as follows:

- Every 3 years: TriFAR (Triennial Faculty Activity Report, which will cover the previous 3 years) and updated CV – this will count as a “Review” by the Dean.
- Every 6 years: TriFAR, updated CV and meeting w/ the Dean. This review will be considered the Post-Tenure Review. If the prior reviews have identified inadequate performance, the Dean has the option of convening a faculty panel to conduct a review with the intent of developing a work plan to correct deficiencies. This process will result in a closer coupling between performance, evaluation, and salary increases. It will also allow the Dean and the faculty member to adjust workloads as appropriate.

The face-to-face evaluation process is initiated with a letter from the Dean to the faculty member that summarizes the process and requests an up-to-date CV and a Triennial Faculty Activity Report (Tri-FAR) that is to be completed by the faculty member. In addition to information in the three areas of Teaching, Research Productivity and Service, the TriFAR will include an area for a self-assessment (including a discussion of major accomplishments) and a work plan for the next review period. The Dean will review the material and provide a short, written summary.

Peer review of teaching will be done on the following repeating 6-year cycle for faculty with indefinite tenure (with PRTC occurring 1 or 2 years prior to the face-to-face review with the Dean):

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
		Tri-FAR & CV (Triennial Faculty Activity Report)		Peer Review of Teaching	Tri-FAR, CV & meeting with the Dean