Section 2: Post-Tenure Review (Citation: Approved Faculty Meeting Minutes, December 1, 2006)

1. At five-year intervals a tenured faculty member will resubmit the annual reports and evaluation statements for the past five years, with a concise summary statement of research, teaching, and service activities for the five-year period, and a current curriculum vita to his/her Department chair. All these documents are referred to as the “five-year report” below.

2. For Bloch School faculty who are tenured at the time this post-tenure review process is approved, the first five-year review will occur in the winter semester of the calendar year five years after the procedure is approved by the Bloch School faculty. The first five-year review will be done in the winter semester five years after the tenure decision or the last formal review of the faculty member for promotion to associate professor/full professor. Faculty hired with tenure will be reviewed in the winter semester five years after they are hired.

3. The Bloch School faculty believes that the same standards used to annually evaluate a faculty member’s teaching, research and service should be applied to the post-tenure review process. Such standards are reflected by the Bloch School Mission Statement, values statements, workload policy and annual evaluation forms.

4. Accordingly, if the faculty member has received overall performance evaluations of “satisfactory” or better in three or more of the preceding five years, the faculty member will be presumed satisfactory for the purposes of the post-tenure review process.

5. To rebut the foregoing presumption, any post-tenure evaluation of “unsatisfactory” by the Department chair, the Bloch School Promotion and Tenure committee &/or the Dean must be supported by strong evidence.

6. Based on the five-year report, the Department chair will evaluate the faculty member’s overall performance as satisfactory or unsatisfactory. If the chair concludes the faculty member’s overall performance for the preceding five years is satisfactory, the chair will forward that decision to the Dean and the five-year evaluation process will be complete.

7. If the chair concludes the faculty member’s overall performance is unsatisfactory, then the five-year report and the Department chair’s evaluation will be sent to the Bloch School Promotion and Tenure Committee. The Bloch School Promotion and Tenure Committee will perform its own full review of the performance of the faculty member over the five-year period and provide an independent assessment of the performance of the faculty member. The five-year
evaluation process will be complete unless two-thirds of the Bloch School Promotion and Tenure Committee judges the overall performance of the faculty member to be unsatisfactory.

8. In the event that both the department chair and two-thirds of the members of Bloch School Promotion and Tenure committee determine the overall performance of a faculty member to be unsatisfactory for the five-year period, the detailed evaluations of both the Department chair and the Bloch School Promotion and Tenure Committee will be forwarded to the dean. The dean will review the five-year report and the chair and committee evaluations and provide an assessment of the overall performance of the faculty member. The five-year evaluation process will be complete if the dean judges the performance of the faculty member to be satisfactory.

9. At every level of review, the faculty member will be provided with a copy of any written report that is part of these proceedings and will have the right of appeal of any evaluations, decisions, or recommendations to the next level of the process.

Formulation of Development Plan and Assessment of Progress

A. If the Department chair and two-thirds majority of the members of the Bloch School Promotion and Tenure Committee and the dean consider the performance of the faculty member to be unsatisfactory, a plan for professional development will be written. This plan will be developed by the faculty member, the department Promotion and Tenure committee or a designated subcommittee, a mutually agreed upon mediator from outside the department, and the chair of the department. This development plan will have clear and attainable objectives for the faculty member and may include a reallocation of the faculty member’s effort and a commitment of institutional resources to the plan. This plan will be signed by the faculty member, the Department chair, the chair of the Department Promotion and Tenure Committee (or designated subcommittee), the mediator and the dean. The development phase will begin when the necessary resources as described in the development plan are provided.

B. A faculty member who has received an overall unsatisfactory five-year evaluation by the chair, the Bloch School Promotion and Tenure committee, and the dean may not appeal the process of developing a professional plan. If the faculty member is not satisfied with the plan that has been developed, he/she may appeal to the next administrative level for help in the formulation of an acceptable development plan.

C. A faculty member with a plan for professional development will submit an annual progress report to the chair for three successive years after the plan has been initiated. The chair will
review the report and provide a written annual evaluation on the progress of the faculty member toward the objectives stated in the development plan. If the chair finds satisfactory progress for any two of the three years, then the process will cease and the faculty member will begin a new five-year cycle.

D. If the chair does not find satisfactory progress in two of the three years of the development plan, the chair will provide the annual reports and evaluations to the department Promotion and Tenure Committee and the mediator. If the department Promotion and Tenure committee that includes the mediator finds satisfactory progress in two of the three years of the development plan, the process ceases and the faculty member will begin a new five-year post-tenure review cycle.

E. If both the chair and the department Promotion and Tenure committee that includes the mediator do not find satisfactory progress in two of the three years of the development plan, the chair will provide annual reports and evaluations to the dean. If the dean finds satisfactory progress in two of the three years of the development plan, the process ceases and the faculty member will begin a new five-year cycle.

F. If the chair, the department Promotion and Tenure committee that includes the mediator, and the dean do not find satisfactory progress in two of the three years, then the five-year evaluations plus the three years of progress reports and evaluations by the chair on the development plan will be forwarded to the campus committee on Tenure and Promotion and to the Provost or Vice Chancellor for Academic Affairs. Each will review the reports and will recommend separately to the Chancellor that: 1) an additional two-year development plan be written and implemented in consultation with the faculty member and the originating departmental committee, or 2) the faculty member be considered for dismissal of cause proceedings.

G. Any faculty member is encouraged to request participation in a formal development plan (as described in A) after two or more consecutive overall unsatisfactory annual evaluations. In addition, chairs will strongly encourage faculty who have had three consecutive overall unsatisfactory annual evaluations to participate in a development plan.