Faculty Performance Evaluation:
Modeling Promotion, Tenure, and Post-Tenure Review
NOTES:

Processes modeled herein are detailed in System-Wide Policy *BT0006 – Policies Governing Academic Freedom, Responsibility, and Tenure*

Flowcharts represent a simplified overview; consult respective faculty handbooks for campus-specific processes and procedures.
Faculty Evaluation Abbreviations

APPR – Annual Performance-and-Planning Review
ETTR – Enhanced Tenure-Track Review (mid-cycle review)
PPPR* – Periodic Post-Tenure Performance Review
EPPR – Enhanced Post-Tenure Performance Review
PRC – Peer Review Committee

*Also referred to as PTR (Post-Tenure Review) or PPPR/PTR
Promotion and Tenure

Promotion & Tenure Process

Review of:
- Dossier (Scholarly Work, Teaching & Service)
- Curriculum vitae
- Supporting materials
- External Letters

Independent Reviews & Recommendations:
- Department Tenured Faculty Committee
- Department Head
- College Committee/Second Level of Review
- Dean
- Chief Academic Officer
- Chancellor
- President (Action or Recommendation)
- Board of Trustees Action (when required)

* In some instances a faculty member may be granted tenure without promotion or could be promoted without receiving tenure
Periodic Post-Tenure Performance Review/Post-Tenure Review (PPPR/PTR)
EPPR Triggered by APPR

<table>
<thead>
<tr>
<th>Exceeds Expectations</th>
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<tr>
<td>Meets Expectations</td>
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<tr>
<td>Needs Improvement</td>
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<tr>
<td>Unsatisfactory</td>
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**Tenured Assistant, Associate or Full Professor**

- **Appr**
- **Appr**
- **Appr**
- **Eppr**

*Faculty member receives one overall annual performance rating of “unsatisfactory”*

**Tenured Assistant, Associate or Full Professor**

- **Appr**
- **Appr**
- **Appr**
- **Eppr**

*Faculty member receives two overall annual performance ratings of “needs improvement” during any four consecutive annual review cycles*
Enhanced Post-Tenure Performance Review (EPPR)

- Tenured Assistant, Associate or Full Professor

  - EPPR (+)
  - EPPR (-)

  - Satisfies Expectations (no further action needed)

  - Develop EPPR Improvement Plan
    - or
    - Initiate Proceedings to Terminate Tenure

  - PRC (+)
  - PRC (-)

  - Satisfies Expectations (no further action needed)

  - Initiate Proceedings to Terminate Tenure