

## ARTICLE XI – POST- TENURE REVIEW

According to Section 51.942 of the Texas Education Code each tenured faculty shall receive a comprehensive performance peer evaluation by department and school/college promotion and tenure committees no less often than once every six (6) years following the last tenure, promotion, or post-tenure review which resulted in the granting of tenure, promotion or approval of post-tenure performance. Tenured department chairs will have post-tenure review of their faculty activities. Tenured faculty with administrative responsibilities above the department or unit level will not be subject to post-tenure review. Administrators who resume full-time faculty service will be subject to post-tenure review beginning six (6) years after the change in classification. The post-tenure review evaluations shall include a review of teaching, research and/or other scholarly activities, service, and patient care (for faculty with clinical responsibilities). School/college-specific criteria for post-tenure review shall be developed by the school/college promotion and tenure committee, posted, provided to each faculty member, and used during annual evaluation to assure faculty are on track for post-tenure review.

1. Faculty will be notified by the department chair through the office of the appropriate dean six (6) months prior to the intent to perform a post-tenure review.
2. The faculty member shall submit a curriculum vitae. Additional documentation may include a summary of professional accomplishments, professional goals, annual reports, development plans, teaching evaluations and other supplemental materials including internal and external peer input that the faculty member wishes for consideration.
3. The faculty member's performance shall be reviewed initially by the departmental promotion and tenure committee (or in the absence of departmental committee, the school/college committee) and chair. Documentation and the department's (school/college) evaluation will then be submitted to the school/college promotion and tenure committee for evaluation. The timetable for submission and evaluation will be the same as in Article X, Section B - Tenure.
4. The faculty member may address the school/college promotion and tenure committee but shall not be present during the official reviews. The committee may request additional documentation of performance, including external evaluations.
5. The recommendation will be communicated in writing to the faculty member, department chair, and appropriate dean. The school/college promotion and tenure committee chair will then meet with the appropriate dean to present its written recommendation and all documentation, and to orally discuss the qualifications of the faculty member. The appropriate dean shall forward his/her written evaluation to the faculty member, and department chair. Faculty members demonstrating overall satisfactory performance will be scheduled for post-tenure review at the next six (6) year interval. For faculty members found to be performing at a superior level, results may be used to determine nomination for awards such as Regent's Professor, or other forms of recognition. For faculty members whose post-tenure review indicates that improvement is needed, a post-tenure development plan will be formulated by the faculty member, the department chair and the departmental, and/or (college/school)-promotion and tenure committee to improve the faculty member's overall effectiveness. The plan will provide assistance in needed areas; e.g., teaching, effectiveness training or mentoring, grant writing, additional research methodology training, or by faculty developmental leave. A copy of the plan will be

submitted to the appropriate dean for approval. A faculty member selected for a post-tenure development plan will be reviewed after two (2) years by the departmental promotion and tenure committee and chair and/or the school/college promotion and tenure committee. If, after two (2) years, overall unsatisfactory performance in the plan is determined by the school/college promotion and tenure committee, sanctions (Article XIII, Section B) will be recommended by the school/college promotion and tenure committee to the appropriate dean. If performance in the plan is determined to be satisfactory, the next post-tenure review will be six (6) years from the completion of the satisfactory review. For a faculty member whose post-tenure review indicates consistent unsatisfactory performance, and who has not responded to annual development plans, further sanctions (Article XIII, Section B) will be recommended by the school/college promotion and tenure committee to the appropriate dean who will then forward a recommendation to the provost. In any post-tenure review of tenured faculty, the burden of proof is on the institution to establish that performance is unsatisfactory. Opportunity to appeal a post-tenure review recommendation shall be provided in accordance with Article XII of the faculty bylaws through the Faculty Grievance and Appeal Committee. Prior to the faculty member's appeal to the Faculty Grievance and Appeal Committee under either Article XII or Article XIII, the appropriate dean will provide the faculty member the opportunity for referral to nonbinding alternative dispute resolution (ADR) of a promotion and tenure committee's recommended sanction of termination because of unsatisfactory performance under a post-tenure development plan or because of non-responsiveness to consistent unsatisfactory performance under annual development plans. If the faculty member elects ADR, the ADR will follow applicable UNTHSC policy, HR 5.902, unless the faculty member and the appropriate Dean agree to another type of ADR.