



FLORIDA ATLANTIC UNIVERSITY

Board of Trustees

Item: **AS: I-2**

COMMITTEE ON ACADEMIC AND STUDENT AFFAIRS

Tuesday, June 10, 2025

SUBJECT: POST-TENURE REVIEW OUTCOMES AND OVERVIEW

PROPOSED BOARD ACTION

Information only.

BACKGROUND INFORMATION

In 2023, the Board of Governors (BOG) implemented Post-Tenure Review (PTR) within the State University System to ensure high standards of quality and productivity among tenured faculty. This is an informational item to provide a report of the 2024-2025 PTR results and an overview of the University's outcomes since implementation of the review.

IMPLEMENTATION PLAN/DATE

None.

FISCAL IMPLICATIONS

None.

Presented by:

Dr. Russell Ivy, Interim Provost and Vice President for Academic Affairs and Dr. Stephen Engle, Associate Provost, Academic Personnel

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Post-Tenure Review at Florida Atlantic University

- What is Post-Tenure Review (PTR)?
- PTR is a comprehensive review of tenured faculty over a five-year period
- Implemented at Florida Atlantic in 2023 per Board of Governors Regulation 10.003
- Upon completion, elicits performance ratings of:
 - *Exceeds Expectations*
 - *Meets Expectations*
 - *Does Not Meet Expectations*
 - *Unsatisfactory*



Florida Atlantic Data

- 2023-2024 (Year 1)

- 63 total candidates (41 volunteers*)
- 69.8% of faculty (44) received a rating of Exceeds Expectations
- 28.6% of faculty (18) received a rating of Meets Expectations
- 1.6% of faculty (1) received a rating of Does Not Meet Expectations
- No faculty received a rating of Unsatisfactory

- 2024-2025 (Year 2)

- 88 total candidates (45 volunteers*)
- 72.73% of faculty (64) received a rating of Exceeds Expectations
- 27.27% of faculty (24) received a rating of Meets Expectations
- No faculty received a rating of Does Not Meet Expectations
- No faculty received a rating of Unsatisfactory

- 2025-2026 (Year 3)

- 72 total candidates after accounting for promotion applications, terminations, and postponement requests:
 - Mandatory – 29
 - Volunteers* – 11
 - Randomly selected – 29
 - Alternates – 3

**includes faculty scheduled for SPE who elected PTR*



Going Forward: Changing Culture

- Lessons Learned:
 - Keep the process simple and consistent
 - Notify candidates early and keep on schedule to allow ample time for review at each level
- Challenges
 - Moving from 7-year (SPE) Sustained Performance Evaluation, which was Peer driven to 5-year Post-Tenure Review, which is Administrator driven.