FACULTY PERFORMANCE IMPROVEMENT PLAN (PIP) GUIDELINES
FOR POST-TENURE REVIEW

1. Process:
   a. Utilized in the following circumstances:
      i. A tenured faculty member who receives the rating “Does not Meet Expectations” in the Post-Tenure Review process must have a PIP.
   b. Sequence:
      i. The faculty member shall work with the Unit Head to draft the PIP.
      ii. The Unit Head shares final copy of PIP for signature.
      iii. The Dean, in consultation with the Unit Head, must review and approve the PIP and forward a copy to the Provost
      iv. When the Unit Head and faculty are unable to agree on elements of the PIP, Dean makes determination and submits PIP to Provost or designee.
      v. The faculty member may appeal the contents of a PIP to the Provost. The appeal must be submitted within seven calendar days of receiving the approved PIP
      vi. Final PIP is approved by Provost or designee and is attached to the record of the Post-Tenure Review.
      vii. The Unit Head meets with faculty member periodically to review progress on goals contained in PIP.
      viii. Faculty member is responsible for accomplishing the goals outlined in the PIP, not to exceed 12 months.
      ix. Each faculty member who does not meet the requirements of a PIP that resulted from the Post-Tenure Review process shall receive a notice of proposed termination from the Provost.

2. Required Elements:
   a. Focused on one or more areas of faculty member’s assignment of responsibility.
   b. Includes specific performance goals and/or milestones.
   c. Includes specific timetables for accomplishing those goals, not to exceed 12 months.
   d. Includes specific resources (educational experiences, assignment to a mentor, observing an outstanding professor, etc.) to assist faculty member in meeting goals.

Sources: BOG Regulation 10.003, Post-Tenure Faculty Review; FAU-5.002, Faculty Evaluations