FLORIDA ATLANTIC UNIVERSITY

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Post-Tenure Review FAQs

1. Why is the university conducting Post-Tenure Reviews?

Per BOG Regulation 10.003 "Post-Tenure Faculty Review," (PTR) each university in the SUS must establish a post-tenure review process during the 2023-2024 academic year.

2. Does the PTR impact the Promotion and Tenure process at FAU?

Nothing about the P&T process has changed. However, those candidates participating in the 2024-2025 Promotion and Tenure process are excluded from the first PTR cycle.

3. Is the PTR process more like the P&T process or the annual faculty evaluation process?

PTR is an evaluation, not a review of tenure. It does differ from annual evaluations because it covers a five-year period and has additional elements required by the BOG regulation.

4. Which faculty members will participate in the 2024-2025 PTR cohort?

The 2024-2025 PTR cohort includes:

- All faculty who were tenured, hired with tenure upon appointment, or promoted to full professor with an effective date of Fall 2020, and
- An additional 20% of eligible faculty members who were tenured or promoted to full professor prior to Fall 2019.
- During the first five years of implementation, the University will issue a call to eligible tenured faculty for volunteers to participate in the PTR process.

5. If I am required to participate in the 2024-2025 PTR cycle, may I postpone going through the PTR process?

To request a one-year postponement, faculty members must submit a Postponement Request Form by the specified deadline.

6. What materials will faculty members submit as part of the Post-Tenure Review process?

The PTR will be conducted based on a file containing a summary of the faculty member's activities, and history of professional conduct and performance of academic responsibilities to the University and its students during the entire five-year Review Period. The PTR file should contain relevant to the five-year Review period:

- a current curriculum vita that clearly highlights accomplishments in teaching, scholarship, and service,
- copies of the faculty member's last five annual assignments and annual evaluations* including any attached written rebuttals by a faculty member under review,
- a copy of the report of the previous SPE or PTR, if available,
- a copy of the published criteria from the faculty member's academic unit (see Articulation of Unit Expectations below),
- a brief (2 page) narrative from the faculty member, and
- other relevant measures of faculty conduct as appropriate.

*See question 12.

If applicable, the PTR File should also include documentation regarding the faculty member's substantiated non-compliance with state law, Board of Governors' regulations, and University regulations and policies within the scope of their University employment; unapproved absences from teaching assigned courses; and substantiated student complaints. The faculty member in the 2-page narrative may also provide explanations in relation to substantiated noncompliance with relevant laws, regulations, and policies.

These are the documents required throughout the University. Each College may establish guidelines (see Establishment of College-Wide Evaluation Policies below) requiring additional items to be included in its faculty members' PTR files.

7. When must I submit my materials to my department chair/school director?

You will submit your materials in the Fall semester as part of the PTR. Each college will set department and college deadlines. Contact your department chair/school director or dean's office.

8. What are the various stages of the Post-Tenure Review process?

See the PTR Coversheets and the FAU Post-Tenure Review Policy, once finalized.

9. What are the rating outcomes that could result from the PTR process?

The required Performance Rating Scale is the following:

- Exceeds Expectations: a clear and significant level of accomplishment beyond the unit's and University's written criteria, and beyond the average performance of faculty across the faculty member's discipline and unit.
- Meets Expectations: an expected level of accomplishment based on the unit's and University's written criteria, compared to faculty across the faculty member's discipline and unit.
- Does Not Meet Expectations: performance falls below the unit's and University's written criteria, compared to faculty across the faculty member's discipline and unit, but is capable of improvement.

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- Unsatisfactory: performance fails to meet the unit's written criteria which reflects disregard or failure to follow previously documented and/or otherwise given advice or other efforts to provide correction; or documented incompetence or misconduct, as defined in applicable University regulations and policies, or applicable CBA provisions.

10. What can happen as the result of the PTR process?

Faculty members with ratings of Exceeds Expectations or Meets Expectations will receive recognition and compensation consideration in accordance with University Regulations and Policies. Those receiving a rating of Does Not Meet Expectations will be placed on a Performance Improvement Plan (PIP). Any faculty member who receives a rating of Unsatisfactory will receive notice of proposed termination.

11. If I am scheduled for SPE, and I volunteer for PTR and am selected, what happens to my post-tenure clock?

If a faculty member is scheduled to undergo SPE but decides to volunteer for PTR, and meets expectations for the PTR review, they will need not be reviewed again for 5 years. The post-tenure review clock resets.

12. What are the years being reviewed?

Post-Tenure Review			
Year of PTR Evaluation	**Year of Tenure or Promotion**	**PTR 5-Year Annual Evaluations to be Included**	**PTR Narrative & Evaluation Review Period**
2023-2024	2019	2018-2022	2019-2023
2024-2025	2020	2019-2023	2020-2024
2025-2026	2021	2020-2024	2021-2025
2026-2027	2022	2021-2025	2022-2026
2027-2028	2023	2022-2026	2023-2027

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