

*Approved by Faculty Senate April 8, 2021*  
*Approved by Trustees May 19, 2021*

**Dated guidelines and processes for faculty members undergoing Post-Tenure Review and Professor Performance Compensation Plan (PCP) application in the same year.**

*A faculty member may be eligible for a maximum of two PCP awards during their career at Weber State University.*

<b>To occur by:</b>	(Please note: dates will be adjusted for weekends and holidays.)
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Sept 8

<p>Second Tuesday of the spring semester</p>	<p>For PCP eligibility, the chair and dean complete their reviews and inform the candidates, in writing, of their recommendations and place a copy in the candidates' files. The dean notifies the provost of the recommendations. The provost will make the final determination of the PCP award.</p>
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Post-Tenure Review (Policy and Procedures Manual, Section 8-11)

and

Professor Performance Compensation Plan (PCP)

Post Tenure Review Purpose and Procedures

The post-tenure review shall be based on criteria separately defined from the award of tenure with the following intent:

1. Demonstrating the tenured faculty member's growth and development in the discipline;
2. Communicating to the faculty member specific areas in need of improvement related to performance in scholarship, teaching, and service, and
3. Enhancing each individual's future productivity.

After tenure is granted, faculty will be evaluated every five years, or more often at the discretion of the department chair, the dean, or at the faculty member's request. Each college tenure document shall specify procedures to administer a review of each tenured faculty member's work in a manner and frequency consistent with institutional and professional accreditation standards. The criteria for such review shall include multiple indices and be discipline and role-specific, as appropriate, to evaluate:

1. Teaching, through responding to student, peer, and administrative assessment;
2. The quantity and quality of scholarly and creative performance and research productivity; and
3. Service to the profession, school, and community through department chair evaluation.

STUDENT EVALUATIONS

In an attempt to chart ongoing teaching performance, student evaluations shall be administered and compiled by an impartial third party. Each tenured faculty member shall have student evaluations administered in at least two courses each year. The two courses to be evaluated will be determined through consultation between each faculty member and their

department chair. Suppose the faculty member and the chair cannot agree on which the students should evaluate two courses. In that case, the choice of courses to be evaluated will be subject to binding arbitration by the dean after consultation with the faculty member and the chair. The chair, the faculty member, and the dean shall see the results of those evaluations. The summaries of these evaluations will be kept on file in the chair and the dean's offices.

#### DEPARTMENT PEER EVALUATIONS

Department peer evaluation involves seeking feedback from informed colleagues to improve the faculty member's teaching practice (formative assessment) and evaluate

If, as a result of the post-tenure review process, the faculty member is not found to meet the minimum standards required of a tenured member of their discipline, they are responsible for remediating the deficiencies, and both the University and College are expected to assist through developmental opportunities. The faculty member, the department chair, and the college dean must mutually decide upon a remediation timeline. A faculty member's failure to successfully remediate deficiencies may result in disciplinary action governed by due process according to the standards described in the Policy and Procedures Manual, Sections 9-9 through 9 -16.

Synchronous Post-Tenure Review and the Performance Compensation Plan (PCP)

*A faculty member may be eligible for a maximum of two PCP awards during their career at Weber State University. Please follow the dated guidelines*

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A faculty member who applies for the PCP, but does not receive a favorable report from the chair or dean, will not naturally be deemed to have passed the post-tenure review.

If the chair and the dean agree that the faculty member meets the requirements for a successful post-tenure review according to the standard criteria, the dean will write a letter to that fact, and the faculty member will be presumed to have passed the post-tenure review. However, a faculty member who may not have received support from the chair and the dean for the PCP may still pass their post-tenure review. In the event that a faculty member does not receive post-tenure support from the chair and the dean, the faculty member will be expected to proactively address areas of concern for a follow-up review by the end of the next academic year.