

*Approved by Faculty Senate January 21, 2021*  
*Approved by Trustees March 16, 2021*

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Even if a faculty member does not meet a channel for promotion, the ratings could still indicate a positive post-tenure review, using the criteria described above.

**2. Tenured and fully promoted.** The faculty member will meet with the Chair for the formal

their teaching, scholarship and service over the most recent five academic years. Criteria for the Performance Compensation Plan mirror university requirements for promotion from associate professor to professor (PPM 8-11 IV. A).

review the application and each makes a recommendation to the provost. The provost makes the final determination of award.

Because the standard for Performance Compensation is higher than that of the post-tenure review, a faculty member who applies for the PCP shall be considered to have passed her/his five-year post-tenure review if the department chair and the dean both make a positive recommendation to the provost. A faculty member who applies for PCP, but does not receive positive reviews from the department chair and/or dean, will not automatically be deemed to have passed a post-tenure review. However, if the department chair and the dean agree that the faculty member meets the requirements for a successful post-tenure review according to the criteria for that process, the dean will write a letter indicating that fact, and the faculty member will be deemed to have passed a post-tenure review. If the department chair and/or dean do not support the PCP application, but the provost awards her/him Performance Compensation, the faculty member will be deemed to have met the post-tenure review standards.

When a faculty member is awarded Performance Compensation, the post-tenure review cycle will be reset to five academic years forward from the academic year of the PCP award. If a faculty member who seeks Performance Compensation does not receive the PCP award based on a review of the application, and not as a result of a shortage of funds for that year, and is not deemed to have satisfied post-tenure review by the department chair and dean as noted in the above paragraph, she/he will undergo post-tenure review at the designated time according to College of Science post-tenure review policy. If a faculty member applies for Performance Compensation during the same academic year as a scheduled post-tenure review and does not receive the PCP award based on a review of the application, and not as a result of a shortage of funds for that year, she/he will be asked to submit required documentation for the post-tenure review to the appropriate reviewing party as specified in the College of Science post-tenure review policy two weeks before the end of that academic year. This delayed post-tenure review will be completed within two weeks of the revised deadline and results will be forwarded to the appropriate non-reviewing party (the dean or the chair of the College Ranking Tenure ~~EMMM~~

September 22: Faculty members electing to be reviewed by the Department Ranking Tenure Evaluating Committee (DRTEC) must notify their Chair. Department Chairs electing to be reviewed by the Department Ranking Tenure Evaluating Committee must notify their Dean.

The first Monday after the Thanksgiving Holiday: Faculty members must submit their materials for review to the appropriate evaluating entity (DRTEC or Chair). Chairs must submit their materials for review to the appropriate evaluating entity (DRTEC or Dean).

December 10: Faculty members must meet with the selected evaluating entity to undergo a formal review.

December 15: The evaluating entity must submit the completed faculty post-tenure review documents to the appropriate oversight party. When the Dean serves as the reviewer, the Chair of the College Ranking Tenure Evaluating Committee (CRTEC Chair) shall provide oversight of the review process. In all other cases, the Dean will have oversight of the review process.

January 10: The dean or the CRTEC Chair must complete his or her oversight of the review process.

January 15: A meeting must be held between the Chair or Dean and any faculty member receiving an unsatisfactory review in order to work out a plan of action or remediation.

January 28: The Dean must approve the plan of action or remediation.

If any of these dates fall on a weekend or university holiday the deadline will be the next business day.

## **VI. Effective Date**

This policy on post-tenure review will be effective for all tenured faculty members after the approval of the policy by the Weber State University Faculty Senate.