

## Post-Tenure Review

Post-tenure review must occur for each faculty member who has been granted tenured status effective 2014 or after. Post-tenure review will occur for each tenured faculty member on a seven-year cycle which will reflect a “seven-year plan” that faculty will develop as a “living document.” The plan should be adjusted and augmented annually. The faculty member’s annual Professional Growth Plan (PGP) should inform the development of this seven-year plan.

In addition to the seven-year cycle, two consecutive annual reviews which result in an unsatisfactory rating will trigger an automatic tenure review process via committee. When assembling materials, faculty need not present a new “binder” similar to applying for tenure; rather, the documents should update the existing “tenure binder” to demonstrate growth in one or more of the areas detailed in Section III, Subsections a-g in the Tenure and/or Promotion Application Document Check Sheet. The method of post-tenure review will depend upon the college of the faculty and the specific area(s) of growth associated with that college. Each faculty person must undertake one or more of the following post-tenure review activities no later than the seventh year of the tenured cycle:

- Written Essay (when appropriate)
- Presentation or Workshop—at the university, college, and/or departmental level
- Demonstrate growth via Certification, Professional Development, Research, Industry Experience, and/or credit hours toward a higher Professional Degree— demonstrate continued experience in the field associated with that faculty member’s area of expertise

The documents submitted by each faculty member to the Review Committee should include:

- updated seven-year plan, evaluated and updated annually, which provides a chronology of events, actions, and developments that are relevant to the review
- annual reviews occurring within the seven year cycle
- an updated Curriculum Vitae
- a written reflection that reviews and acknowledges the successes and challenges of the previous seven years’ work (2 to 4 pages recommended)
- any documents, references, and evidence of continued work and growth in the areas detailed in Section III, subsections a-g—Eligibility for Promotion and/or Tenure—which augment the “tenure binder” initially submitted by the faculty member to attain tenure:
  - understand the comprehensive community college philosophy
  - is a superior teacher with competence in an area vital to the Department’s functions
  - have made significant contributions toward academic advising and other student services
  - have provided significant service to his or her department in non-teaching administrative responsibilities
  - have participated in professional growth and development activities appropriate to the department
  - have participated in special projects on behalf of the department, college, and university
  - possess the potential to further the goals of the department, college, and university

A Post-Tenure Review Committee must be comprised of 3-5 tenured faculty members within the appropriate college who will be elected from the College Tenure and Promotion Committee members by

a vote of the tenured faculty in the college. If in a particular academic year the college has no standing Tenure and Promotion Committee, the tenured faculty will elect 3-5 members to serve. The committee may "borrow" faculty from other areas which may be appropriate and necessary to fulfill the required number of tenured faculty. The members of the committee should expect overlapping terms of two years. No faculty member who will submit post-tenure review materials in an academic year may serve on the Post-Tenure Review Committee in that year. The charge of the committee will be to review the faculty member's work and provided documents and to make a recommendation to the college dean who will then report to the Provost. The committee may make any one of the following recommendations:

- Reaffirm the tenure status of the faculty member, providing comments and/or recommendations for continued growth based upon their review of the faculty member's submission
- Review of the faculty member's tenure status is necessary in the next 1-2 years to ensure continued growth and development based upon the evidence presented with specific comments and recommendations for improvement
- Revocation of the faculty member's tenure based upon the evidence gleaned after successive recommendations for further tenure review

Note that after the faculty member is notified of a review or revocation recommendation by the committee, he or she may submit a rebuttal of the committee's findings to the Dean who may then choose to resubmit the evidence for the committee's review, overturn the recommendation for review or revocation of tenure status, or uphold the opinion of the Tenure Review Committee. The Dean's recommendation will then be submitted to the Provost, or in the case of revocation, to the University Promotion and Tenure Committee, then to the Provost, and then to the President who may accept or reject the recommendation. The action to revoke tenure is the sole prerogative of the Board of Trustees whose decision is final.

A faculty member who wishes to appeal the revocation of tenure may appeal to the Board of Trustees. A Hearing Committee of the Board of Trustees, consisting of the Chairman of the Personnel Committee (who will preside), one Trustee chosen by the faculty member, and one Trustee chosen by the President of the University, shall provide a faculty member with a formal hearing. The faculty person will be advised within a reasonable time in advance of the hearing of the names and substance of the testimony of the witnesses who will testify in support of the revocation of tenure. Within a reasonable time in advance of the hearing the faculty member shall then provide the University counsel the names and substance of the testimony of the faculty member's witnesses. Both sides will be given the opportunity to have counsel, to cross examine witnesses, and to present evidence at the hearing. The hearing will be conducted as a closed executive session of the Board of Trustees to protect the rights and privacy of the faculty member and participants. The Hearing Committee will forward a tenure recommendation to the Board of Trustees, which, after deliberation upon the information received from the Committee, shall make the decision whether to revoke the tenure of the faculty member.

The decision to revoke tenure does not automatically result in termination of employment or demotion in rank, but it does result in the dissolution of those rights and privileges specifically linked to holding a tenured position.