I. Purpose

College of Science post-tenure review will follow the guidelines as specified in WSU PPM 8-11, Section II (Evaluation of Faculty Members, Post-Tenure Review) and Regents Policy R481 (Academic Freedom, Professional Responsibility, Tenure, Termination, and Post-Tenure Review). The post-tenure review process uses criteria that are separate from those used for the award of tenure and recognizes the academic independence earned by tenured faculty.

II. Procedures

II. A. Review Procedure

Post-tenure review shall be based on the College of Science Annual Reviews (Attachment A). These reviews are comprehensive and detailed, and the information in these reviews is well suited for use in post-tenure evaluation of faculty. The initial post-tenure review will occur five years after the faculty member was tenured, and every five-year period thereafter while the faculty member was employed at W.S.U. For the review, the faculty member will (1) assemble the Annual Reviews from the preceding five years; (2) append a cover sheet; and (3) include a single-page summary (see attached pages). The summary should address teaching, scholarship and service achievements following the criteria specified in PPM 8-11, section IV, part I. For purposes of post-tenure review, the faculty member must satisfy the requirements for a Satisfactory rating in all three categories. For subsequent reviews, the summary should address the criteria specified in PPM 8-11, section IV, part I, for the five-year period since the previous post-tenure review.

All faculty members subject to post-tenure review shall be notified by the Dean by Jan. 15 of the calendar year of the scheduled review. In the Fall semester that follows the five-year anniversary of the original award of tenure, and every five years thereafter, the faculty member will submit the above documentation to their reviewing entity and schedule a formal review. Tenured faculty will fall into one of three categories:

1. Tenured but not fully promoted. The faculty member will meet with the Chair for the formal review. In lieu of a review by the Chair, the faculty member may choose, at his or her discretion, to be reviewed by the Department Ranking and Tenure Evaluation Committee. Once completed, the department or committee Chair will forward the results to the Dean for oversight of the review process. A faculty member who is undergoing review for promotion to full professor during the fifth academic year of his or her post-tenure review cycle is exempt from post-tenure review for that cycle. As a summary of the faculty member’s activities since tenure, the ratings for the promotion review can substitute for the compilation of five annual reviews. 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 review. In lieu of a review by the Chair, the faculty member may choose, at his or her discretion, to be reviewed by the Department Ranking and Tenure Evaluation Committee. Once completed the department or committee Chair will forward the results to the Dean for oversight of the review process.

3. Department Chairs. The department Chair will meet with the Dean for the formal review. In lieu of a review by the Dean, the faculty member may choose, at his or her discretion, to be
reviewed by the Department Ranking and Tenure Evaluation Committee. Once completed, the Dean or committee Chair will forward the results to the non-reviewing entity for oversight of the review process.

II. B. Remedial Actions

If the faculty member does not meet the standards of the post-tenure review, he or she is responsible for remediating the deficiencies. The faculty member will work with the department Chair to establish a plan that addresses the deficiencies specified in the unfavorable review. This plan may include consulting with a peer-review committee, mutually agreeable to the faculty and Chair, as described in PPM 8-11, IV.E.3. To the extent possible, the plan should specify the evidence needed to address the deficiencies to the satisfaction of the Chair and faculty member. The Dean must approve the remediation plan and is expected to provide reasonable support if requested by the faculty member. The faculty member under review shall have two years to provide evidence of progress towards meeting the post-tenure standards. This will be monitored each year in the Annual Reviews. After the two years, there will be another review (during the Fall semester), as described in II. A. above. If that review determines that progress is not being made (an unfavorable review), the faculty member will be reviewed by the College Ranking and Tenure Evaluation Committee during the Spring semester. The committee will forward its decision to the Dean, who will make the final recommendation. A favorable review at this point will satisfy the post-tenure review until the next scheduled review, in three years (maintaining the overall five-year rotation). An unfavorable review at this point by the Dean will be forwarded to the Provost, for a final review. Any faculty member receiving an unfavorable review from the Provost will have access to due process as described in PPM 9-9 through 9-17.