

**FACULTY SENATE RESOLUTION**  
**FSR 2004/2005 -11**

**I. RESOLUTION NAME**

Post-Tenure Review Procedures and Timeline

**II. STATED RESOLUTION**

The Faculty Senate proposes that the interval between the formal post-tenure reviews for a faculty member be extended from three years to six years and that an informal intermediate departmental post-tenure evaluation be implemented.

The informal intermediate department evaluation should be performed by the departmental post-tenure evaluation committee and should be completed two to three years after the previous formal post-tenure review. It should evaluate the academic performance of the faculty member in the three areas: Teaching, Scholarly Activities, and Service. This written departmental intermediate evaluation will indicate deficiencies of the faculty member's performance and provide concrete suggestions to remedy such deficiencies.

**III. JUSTIFICATION**

The current post-tenure review for each UCO faculty member is performed once every three years, through committees at the Department, the College, and the University levels. The timeline of the current post-tenure review process is not optimal. The faculty member being evaluated usually does not receive peer evaluation on his/her academic performance until the formal post-tenure review.

A three-year period is relatively short for a faculty member to perform at the required level in certain academic areas, particularly to correct some deficiencies. For example, with primary duties in teaching, it often takes more than three years to design and to develop a feasible research project or a scholarly activity and to obtain funding to pursue that plan. Furthermore, after the project is successfully carried out, the preparation, submission, and publication of the scholarly work usually takes more than one year to complete.

The proposed changes in the timeline and the procedures address the shortcomings of the current post-tenure review process. The intermediate department evaluation will provide a much-needed early peer-reviewed evaluation on a faculty member's academic performance and will provide early warnings of any deficiencies.

The six-year interval between formal post-tenure reviews, and the intermediate evaluation will give sufficient time for the faculty member to make an effort to correct the deficiencies. Furthermore, the departmental intermediate evaluation, particularly the recommended actions in the case of deficiencies in academic performance, can be a guide for the formal post-tenure review.

**IV. BUDGET IMPLICATIONS**

There will be no cost associated with the proposed action.

Submitted by:  
Wei R. Chen, Faculty Senator  
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