

ELIZABETH CITY STATE UNIVERSITY

Faculty Post-Tenure Review Policy

Preamble

This policy shall govern the post-tenure review procedures at Elizabeth City State University (ECSU) and shall become effective upon approval by the UNC President or his or her designee. As required by the UNC Board of Governors, the post-tenure review procedures will be implemented as a “comprehensive, periodic, cumulative review” of tenured faculty in addition to annual performance reviews.

A. Purpose

The post-tenure review process for tenured faculty is a process for supporting and encouraging excellence among tenured faculty at ECSU. It is a comprehensive, c holistic, and periodic evaluation of faculty performance in the areas of teaching, research, and service responsibilities. The policy is designed to:

- i. Assist faculty members in meeting ECSU’s tenured faculty performance expectations;
- ii. Recognize and reward exemplary faculty performance as indicative by “exceeds expectations” rating in the review;
- iii. Provide for development and implementation of a five-year plan for improvement of performance when faculty is rated as “does not meet expectation” rating;
- iv. Provide for the imposition of appropriate recommendations when faculty member does not meet the performance goals established in the five-year plan;
- v. Provide a cumulative review process to evaluate all aspects of professional performance relative to the mission of the institution, school, and program and to take place no less frequently than every five years [a review undertaken where tenure or promotion is granted qualifies as such a cumulative review];

B. Assessment Categories

- i. Teaching
- ii. Research and Creative Activity
- iii. Service

C. Review Ratings

The following review ratings as defined in UNC Policy 400.3.3 shall be utilized in the post-tenure review process:

- i. Exceeds Expectations: The faculty member surpasses established goals in the faculty member's annual and long-term work plans.
- ii. Meets Expectations: The faculty member consistently achieves and may occasionally surpass established goals in the faculty member's annual and long-term work plans.
- iii. Does Not Meet Expectations: The faculty member does not consistently achieve established goals in the faculty member's annual and long-term work plans.
- iv. Faculty Success Plan: A formative strategy that includes specific steps designed to lead to a faculty member's improved performance in achieving established goals in the faculty member's annual and long-term work plans. This plan shall include a specified timeline in which improvement is expected to occur and a clear statement of consequences should improvement not occur within the designated timeline.

D. Policy and Procedure Requirements

- i. Post-tenure review process is a cumulative review to evaluate all aspects of professional performance relative to the mission of the university, school, and program and to take place no less frequently than every five years [a review undertaken where tenure or promotion is granted qualifies as such a cumulative review];
- ii. All participants in the post-tenure review shall consider the faculty member's annual evaluations and any faculty success plans that were required during the review period;
- iii. Faculty members shall conduct a self-evaluation for the post-tenure review;
- iv. A committee of tenured peers, the department chair, and the dean shall conduct an independent evaluative review in the post-tenure review process;
- v. If a faculty member is reassigned to other duties (e.g., department chair or academic unit head) for .50 FTE or more, or is occupying a leave-earning position (e.g., SA/O Tier I or Tier II), that faculty member shall not be required to undergo post-tenure review until having completed a five-year cycle following the reassignment;

- vi. The post-tenure review process shall include written feedback to the faculty member being reviewed and a mechanism for faculty response to the evaluation;
- vii. This post-tenure review policy shall not abrogate, in any way, the criteria and procedures for disciplinary action or faculty employment rights established in Chapter VI of The Code of the University of North Carolina.

E. Other Matters

- i. The requirements of this policy shall be effective within the 2024-2025 academic year and thereafter;
- ii. This policy shall be implemented and applied in accordance with such regulations and guidelines as approved;
- iii. This policy will be reviewed at least every five years and updated as deemed appropriate.