

Tracking Post Tenure Review Outcomes

The following charts provide a summary of the outcomes of the post tenure review process. The first tracks tenured faculty members that failed to meet departmental minimum standards. The second chart provides a summary of the number of tenured faculty failing to meet departmental standards.

**Chart 1: Tenured faculty failing to meet departmental minimum performance standards
Spring 1996-Spring 2007**

Name	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
A	Action plan developed.	First action plan not met. Second action plan developed.	Third consecutive year. Previous plans not met. Resigned.								
B	Attempted to develop action plan.	Failed to develop or meet first action plan. Attempted to develop second action plan.	Third consecutive year. Previous plans not developed or met. Recommended dismissal. Gave terminal contract.								
C*	Action plan developed.	Successfully met first plan.									
D*	Action plan developed.	Successfully met first plan.									
E	Retired.										
F	Retired.										
G	Resigned.										
H	Resigned.										
I	Action plan developed.	Successfully met first plan.									
J	Action plan developed.	Successfully met first plan.									
K		Action plan developed. Distribution of effort reallocated.	First action plan not met. Second plan developed.	Third consecutive year. Previous plans not met. Phased retirement. Reduced appt to 25% time.							
L		Action plan developed.	First action plan not met. Second plan developed.	Successfully met plan.			Developed action plan.	Successfully met plan.			
M			Action plan developed.	Successfully met plan.							
N			*Action plan developed.	*Action plan developed.	Successfully met second plan.	*Action plan developed.	Action plan developed.	Action plan developed.	Given terminal contract.		
O			Action plan developed.	Successfully met plan.		Action plan developed. Reassigned duties, reduced appointment (phased retirement).	Agreed to phased retirement.				

Name	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
P				Action plan developed.	First plan not met. Second plan developed.	Improvement made. Developed third action plan.	Successfully met action plan.				
Q					Action plan developed.	Successfully met plan.					
R					Action plan developed.	Resigned.					
S						Action plan developed.	Successfully met action plan.				
T						Action plan developed.	Successfully met action plan.				
U						Changed assignment. Developed plan.	Successfully met action plan.				
V								Action plan developed.	Successfully met plan.		
W								Action plan developed.	Successfully met plan.		
X											Action plan developed.

Twenty-four faculty members failed to meet department minimum standards over the past ten evaluation periods (1997-2006). Of those twenty-four faculty members, thirteen improved their performance (developed action plans) and met department standards, one developed an action plan that will be evaluated in Spring 2008, two retired, two entered phased retirement, four resigned, and two were dismissed.

*Policy on CLA did not become effective according to Department Document until after the 2002 calendar year.

Source: Information compiled by Dr. Jane D. Rowlett, Office of Academic Services.