

## **Biomedical Science Department Criteria for Post Tenure Review**

The Post Tenure Review (PTR) is a periodic review of tenured faculty designed to foster sustained excellence and professional development, and to recognize and reward outstanding achievement. The PTR is distinct from the annual review and other evaluations in that it will focus on long-term accomplishments over a five-year cycle.

The PTR is intended to accomplish the following:

- (a) Ensure continued high standards of quality and productivity among the University's tenured faculty.
- (b) Determine whether a



### **MEETS EXPECTATIONS**

Any tenured faculty member who has achieved overall annual performance evaluations of Good or better in three or more of the last five years.

- In addition to the number of annual evaluations of Good or better, consideration will be given to the pattern of evaluations over time, in the different categories of assignment.
- Consideration also will be given to the evaluation categories, recognizing that “Does Not Meet Expectations” and “Unsatisfactory” do not carry the same weight in terms of performance outcomes.

### **DOES NOT MEET EXPECTATIONS**

Any tenured faculty member who has failed to receive an overall annual evaluation of Good or better in three or more of the preceding five years.

- In addition to the number of annual evaluations that fall short of Good, consideration will be given to the pattern of evaluations over time, in the different categories of assignment.
- Consideration also will be given to the evaluation categories, recognizing that “Does Not Meet Expectations” and “Unsatisfactory” do not carry the same weight in terms of performance outcomes.

### **UNSATISFACTORY**

Performance fails to meet the unit’s written criteria which reflects disregard or failure to follow previously documented and/or otherwise given advice or other efforts to provide correction; or documented incompetence or misconduct, as defined in applicable University or College regulations and policies.