POST-TENURE FACULTY REVIEW UPDATE
OVERVIEW

COMPLETED ACTIONS:

✓ BOG Workgroup formed to adopt Post-Tenure Faculty Review (PTR) Regulation
✓ Board of Governors approved PTR Regulation (April 7, 2023)
✓ Posted PTR Regulation on FAMU BOT website
✓ Presented FAMU PTR Regulation to BOT
✓ Formed FAMU PTR Special Advisory Committee
✓ FAMU PTR Regulation presented during the Faculty Planning Conference
✓ FAMU PTR Special Advisory Committee has met and will submit recommendations

UP NEXT...

❑ Board of Trustees Presentation
❑ FAMU Internal Audit of the Proposed Process
❑ Submission of plan to FL Board of Governors
❑ PTR Implementation
A special advisory committee has been formed with a representative from each college/school, Faculty Senate, and the Student Government Association.

This special committee will make recommendations to the Provost about implementation details such as:

- Application Process
- Evaluation Process
- Recognition/Compensation
Chair

Hudson Nwakanma, Ph.D.
School of Business & Industry

Co-chair

Patricia Broussard
College of Law

Members

- Raymond Hix, Ph.D. | Agriculture and Food Sciences
- Mary Simmons, Ph.D. | Allied Health Sciences
- Doreen Kobelo, Ph.D. | Architecture and Engineering Technology
- Endya Stewart, Ph.D. | Education
- Suvranu De, Ph.D. | Engineering
- Steven Morey, Ph.D. | Environment
- Mira Lowe | Journalism and Graphic Communication
- Carswella Phillips, DNP | Nursing
- C. Perry Brown, DrPH | Pharmacy and Pharmaceutical Sciences, IPH
- Richard Long, Ph.D. | Science and Technology
- Luther Wells | Social Sciences, Arts, and Humanities
- Kyle Eidahl, Ph.D. | Faculty Senate
- Arlesia Mathis, Ph.D. | Faculty Senate
- Mr. Jaylin Hankerson-Strappy | SGA
## 5-YEAR PLAN

- **Pre-2019:** Includes 172 tenured faculty members (w/o administrative exemptions)
- **Post-2019:** Includes 68 tenured faculty members from 2019 to present day.

<table>
<thead>
<tr>
<th>Year (2023-2028)</th>
<th>Eligible Faculty</th>
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<tbody>
<tr>
<td>2023-2024</td>
<td>44 ELIGIBLE FACULTY: 2019 tenured + 20% of pre-2019 tenured faculty</td>
</tr>
<tr>
<td>2024-2025</td>
<td>53 ELIGIBLE FACULTY: 2020 tenured + 20% of pre-2019 not yet reviewed</td>
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<tr>
<td>2025-2026</td>
<td>50 ELIGIBLE FACULTY: 2021 tenured + 20% of pre-2019 not yet reviewed</td>
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<tr>
<td>2026-2027</td>
<td>54 ELIGIBLE FACULTY: 2022 tenured + 20% of pre-2019 not yet reviewed</td>
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AUDIT PROCESS

Division of Audit

Step 1:
The Post-tenure Faculty Review process/plan will be provided to the Division of Audit for review.

Step 2:
The Division of Audit will select an auditor to meet with the Office of the Provost to review the written process and plan.

Step 3:
The Office of the Provost will receive feedback and a response from the Division of Audit and will work with the special committee to amend any necessary processes or procedures based on what is suggested.
The review will be conducted using the online Interfolio Review Promotion & Tenure (RPT) platform.
Workshops on the use of the tool will be provided by the Division of Academic Affairs through its Teaching & Learning Center.
REVIEW PROCESS

Faculty Dossier
Chair's Review
Dean's Review
Provost's Review
Provost's Decision

Add documents
(professional conduct, academic responsibilities, etc.)
Add letter with rating
PTR RATINGS

1. UNSATISFACTORY
   Failure to meet expectations that reflect disregard or failure to follow previous advice or other efforts to provide correction or assistance, or performance involves incompetence or misconduct as defined in applicable university regulations and policies.

2. DOES NOT MEET EXPECTATIONS
   Performance falls below the normal range of annual variation in performance compared to faculty across the faculty member’s discipline and unit but is capable of improvement.

3. MEETS EXPECTATIONS
   Expected level of accomplishment compared to faculty across the faculty member’s discipline and unit.

4. EXCEEDS EXPECTATIONS
   A clear and significant level of accomplishment beyond the average performance of faculty across the faculty member’s discipline and unit.
TIMELINE

01 SEPTEMBER 23
Select Post-tenure Faculty Review (PTR) candidates

02 DECEMBER 23
PTR candidates submit materials

03 JANUARY 24
Department Chair sends letters to deans

04 FEBRUARY 24
Deans submit PTR Ratings to Provost

05 MARCH 24
Provost reviews materials and deans’ ratings to accept, modify or reject

06 APRIL 24
Candidates/Deans/Chairs are notified | Audit begins

07 JUNE
Provost reports annually to President and BOT