

2026-2027 POST-TENURE REVIEW FAQs

Why is the University conducting Post-Tenure Reviews?

Per [Board of Governors \(BOG\) Regulation 10.003](#) "Post-Tenure Faculty Review," (PTR) each university in the State University System must establish a post-tenure review process beginning in the 2023-2024 academic year.

Does the PTR impact the Promotion and Tenure (P&T) process at FSU?

Nothing about the P&T process has changed. However, those candidates participating in the 2026-2027 P&T process are excluded from this year's PTR cycle.

Is the PTR process more like the P&T process or the annual faculty evaluation process?

PTR is an evaluation, not a review of tenure. Annual evaluations are conducted every year, whereas PTR covers a five-year period and has additional elements required by the BOG regulation.

Which faculty members will participate in the 2026-2027 PTR cohort?

The 2026-2027 PTR cohort includes:

- All faculty members who were tenured, hired with tenure upon appointment, or promoted to full professor with an effective date of Fall 2022, and
- An additional 20% of eligible faculty members who were tenured or promoted to full professor prior to Fall 2019.

What is the review period for the 2026-2027 PTR cycle?

The review period encompasses the following five calendar years: 2022, 2023, 2024, 2025, and 2026. Only accomplishments, honors and awards received in this 5-year period may be included in the materials submitted for the PTR review.

If I am required to participate in the 2026-2027 PTR cycle, may I postpone going through the PTR process?

To request a one-year postponement, faculty members must submit a [postponement request form](#) by the specified deadline.

If I was selected to participate in the 2026-2027 PTR cycle but I'm retiring soon, do I still have to go through the PTR process?

If you have submitted a written letter of resignation to your college, then you may request ineligibility for PTR by submitting a [postponement request form](#) by the specified deadline.

What materials will faculty members submit as part of the PTR process?

The [FEAS+ Post-Tenure Review Report](#) generates information about each faculty member's accomplishments during the review period. Faculty members write a one-page summary of their accomplishments and may also provide additional evidence of their performance (three-page limit). [See PTR Guidance for Faculty](#).

When must I submit my materials to my department chair/school director?

Each department/school and/or college will set their own internal deadlines. Contact your department chair/school director or dean's office.

What are the various stages of the PTR process?

See the [PTR Coversheets](#) and the [FSU-4.073 Regulation](#).

What are the ratings that result from the PTR process?

The Performance Rating Scale that universities are required to use is:

- Exceeds Expectations: a clear and significant level of accomplishment beyond the average performance of faculty across the faculty member's discipline and unit.
- Meets Expectations: expected level of accomplishment compared to faculty across the faculty member's discipline and unit.
- 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.
- Unsatisfactory: failure to meet expectations that reflect disregard for or failure to follow previous advice or other efforts to provide correction or assistance, or performance that involves incompetence or misconduct, as defined by applicable university regulation and policies.

What can happen as the result of the PTR process?

Faculty members with ratings of Exceeds Expectations or Meets Expectations will receive a monetary reward that may consist of a salary increase, one-time bonus, or both. (This requires FSU UFF-FSU BOT collective bargaining agreement.) Those receiving a rating of Does Not Meet Expectations will be placed on a Performance Improvement Plan (PIP). Any faculty member who receives a rating of Unsatisfactory will receive notice of proposed termination.

Department Chairs/School Directors and Deans

Which annual evaluations should I include in faculty members' materials?

Annual evaluation reports should be included by the department chair, school director or deans of colleges without departments from:

- Calendar Year 2022
- Calendar Year 2023
- Calendar Year 2024
- Calendar Year 2025
- Calendar Year 2026

When will disciplinary material on a PTR participant be available and what should I do with it?

OFDA will securely transmit to the dean and department/school chair any disciplinary material that is identified by the central Human Resources office. This includes official disciplinary action letters (not letters of counseling). These materials enter the process at the chair (or dean if no chair) stage and should not be shared with any faculty committee that provides input on PTR. The chair and dean must acknowledge the material in their letter.