



Post-Tenure Review

Information Sessions

October 15 & 23, 2026

Jeanette Taylor/Craig Stanley

Office of Faculty Development & Advancement

What Post-Tenure Review Is **NOT**

- It is **NOT** the end of tenure
- It does **NOT** change tenure criteria
- It does **NOT** change FSU's tenure policies or procedures
- It **IS** a sustained performance evaluation for faculty granted tenure

History of Post-Tenure Review

- This is the fourth year of PTR
- Statute passed in July 2022
- BOG and FSU Regulations approved by June 2023
- Initially bargained and added to CBA September 2024

Overview of Post-Tenure Review

- Who is reviewed?
 - Tenured faculty beginning 5 years after being awarded tenure (including those hired with tenure) or promoted to Professor
- What is the review period for PTR 2027?
 - 5 calendar years: 2022, 2023, 2024, 2025, 2026
 - College of Engineering: 2021, 2022, 2023, 2024, 2025
- What is reviewed?
 - Faculty performance of assigned duties
 - Substantiated findings resulting in disciplinary action
- Who are the reviewers?
 - Chair/Director
 - Dean
 - Provost

Selection of Faculty for 2027 Post-Tenure Review

- Faculty hired with tenure upon appointment, awarded tenure, or promoted to full professor effective fall 2022

PLUS

- 20% of faculty tenured/promoted prior to 2019 (“catch up” cohort)
 - Randomly selected
 - Only 2027 and 2028 remain for this type of selection

2027 Post-Tenure Review Timeline

- September 8, 2026: Faculty members participating in 2027 PTR confirmed by the Office of Faculty Development and Advancement.
 - September 30, 2026: Faculty hired with TUA notified
- September 29, 2026: Decisions sent to faculty on postponement/eligibility requests
 - October 13, 2026: Decisions sent to TUA faculty on postponement/eligibility requests
- October to December 2026: PTR participants update their CVs in FEAS and prepare their materials for review.
- January to April 2027: PTR materials are reviewed by department chairs and deans.
- Summer 2027: Provost review of deans' PTR ratings.
- NOTE: Colleges and departments will establish internal submission deadlines

Review Process: Faculty Role

- Faculty members submit to their department chair/school director (or dean, for colleges without departments/schools) the following materials:
 1. FEAS Post-Tenure Review Report (includes CV, AOR, SPCI and grade distributions for the review period)
 2. Summary of Accomplishments during the review period (1-page limit; required)
 3. Additional Evidence of Performance during the review period (3-page limit; optional)
 4. Opportunity to review materials and provide a response.

Review Process: Chair/Director Role

- Chair/director adds to the review materials the following information for submission to the dean:
 1. Evaluations for the review period
 2. Any disciplinary action reports during the review period (from official HR file transmitted to chair/director/dean by FDA)
 3. Letter assessing the faculty member's performance (with input from a faculty committee). No rating made at this review level.

Review Process: Dean & Provost Roles

- Dean submits to the Provost a letter assessing each faculty member's performance for the review period (may include input from a college committee) and a recommended rating.
- Provost assigns to each faculty member a rating, in consultation with the president (may include input from an advisory committee).

Performance Rating Scale

- 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 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.

Outcome of Ratings

- “Exceeds Expectations” or “Meets Expectations”: monetary reward that may consist of a salary increase, one-time bonus, or both.
- “Does Not Meet Expectations”: placed on a Performance Improvement Plan (PIP) created by the dean and approved by the provost; given 12 months to meet goals or proceed to proposal to terminate.
- “Unsatisfactory”: proposal to terminate employment, pursuant to applicable University processes

Outcomes from the Post-Tenure Review process may be appealed via the applicable collective bargaining agreement (CBA) or the Faculty Senate Grievance Committee.

Questions?

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