

**POST-TENURE REVIEW GUIDELINES
FOR COLLEGES WITHOUT DEPARTMENTS/SCHOOLS
SPRING 2025**

Materials for all colleges without departments/schools (noted below) are due to the Office of Faculty Development by **April 14, 2025**.

- College of Criminology and Criminal Justice
- Jim Moran College of Entrepreneurship
- Dedman College of Hospitality
- College of Law
- College of Motion Picture Arts
- College of Music
- College of Nursing
- College of Social Work

Step 1: Deans (with appropriate assistance from staff) complete the following:

1. Coversheet

- This is the first page of the materials. Do not include any additional title page. Please use only the [Post-Tenure Review Coversheets](#) posted to the Office of the Vice President for Faculty Development and Advancement website.
- Deans are responsible for completing their section.

2. Dean's Performance Assessment and Rating Recommendation Letter & Other Relevant Records

- Deans in colleges without departments or schools must review all materials submitted by the Post-Tenure Review participant. They will insert annual evaluations (form and narrative) and any findings of an inquiry or investigation of non-compliance with applicable laws or regulations within the scope of their University employment that resulted in disciplinary action issued by the University to the materials. The Office of Faculty Development and Advancement will provide any record of disciplinary action. Progress Towards Promotion letters may also be included as well (optional).
- Deans will write a letter to the Provost assessing the level of performance of the Post-Tenure Review participant during the five-year review period and recommending a performance rating. Deans

are encouraged to include input from a college advisory committee of tenured faculty. Evidence to support the recommended rating must be based on the eligible faculty member's level of achievement during the five-year review period as documented in the submitted materials. The assessment and recommendation rating must also include any comments about disciplinary reports during the five-year review period.

- Performance Rating Scale:
 - i. Exceeds expectations: a clear and significant level of accomplishment beyond the average performance of faculty across the faculty member's discipline and unit. Evidence of awards, honors, and other criteria identified by academic units as meritorious performance is expected if assigning this rating.
 - ii. Meets expectations: expected level of accomplishment compared to faculty across the faculty member's discipline and unit.
 - iii. 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.
 - iv. 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. Evidence of prior feedback of performance problems with an opportunity to remediate those problems is expected if assigning this rating.

3. Faculty Response (optional)

- Deans must provide a copy of the materials, including letter with rating, to the Post-Tenure Review participant and allow them five (5) working days to submit a letter of response.
- If a letter of response is submitted, it must be added to the materials that will be sent to the Provost.

Step 2: Submit materials to the Provost by the deadline specified on page 1.

How to Submit Post-Tenure Review Materials

Colleges should submit the following materials to the Office of Faculty Development and Advancement for Provost review as one (1) PDF file per faculty member in the order below. Materials are to be submitted to fda-faculty@fsu.edu via [FSU NiFTy](#) by the deadline specified on page 1.

1. Coversheet
2. Dean's Performance Rating Recommendation Letter
 - All deans submit a performance rating recommendation.
3. Faculty Response to Review by the Dean (if applicable)
4. Other Relevant Records from Dean
 - Annual Evaluation forms and narratives.
 - Any record of disciplinary action provided by the Office of Faculty Development and Advancement (if applicable).
 - Progress Towards Promotion letters may also be included as well (optional).
5. Post-Tenure Review Report (FEAS+)
6. Summary of Major Accomplishments (one-page limit)
 - **May only include accomplishments from the five-year review period.**
7. Other Evidence or Context (optional, three-page limit)
 - No student comments from any source allowed.
 - **May only include accomplishments from the five-year review period.**