**Rationale: The change in post-tenure review policy at the UNC System level necessitated the creation of rules at the NC State College level to address several issues related to post-tenure review processes and standards. This new rule was created for that purpose.**

**Consultation Process:**

\_\_\_\_\_\_ Provost authorizes transmittal of PRR for review

\_\_\_\_\_\_ General Counsel preliminary review

\_\_\_\_\_\_ [Relevant NCSU College administrative body] review, if applicable

\_\_\_\_\_\_ Provost Office review, if applicable

\_\_\_\_\_\_ General Counsel final review

\_\_\_\_\_\_ EOM, or official with delegated authority to review PRR

|  |  |
| --- | --- |
| NC State University  Policies, Regulations and Rules | Authority  **Provost and Executive Vice Chancellor for Academic Affairs** |
| Title  College of Humanities and Social Sciences  Post Tenure Review of Faculty |
| Classification  RUL05.xx.xx |
| PRR Subject  Employment - EPA |
| Contact Info **Dean, College of Humanities and Social Sciences (919-515-2468)** |

**History:** First Issued: May 20, 2016.

**Related Policies:**[**UNC Policy 400.3.3 - Performance Review of Tenured Faculty**](http://www.northcarolina.edu/policy/index.php?tag=400.3.3)[**UNC Policy 400.3.3.1[G] - Guidelines on Performance Review of Tenured Faculty**](http://www.northcarolina.edu/policy/index.php?tag=400.3.3.1%5BG%5D)

[**NCSU REG05.20.04 – Post**](http://policies.ncsu.edu/policy/pol-05-20-01) **Tenure Review of Faculty**

[**NCSU POL05.20.01 - Appointment, Reappointment, Promotion and Permanent Tenure**](http://policies.ncsu.edu/policy/pol-05-20-01)  
[**NCSU POL05.25.01 – Faculty Grievance and Non-Reappointment Review Policy**](http://policies.ncsu.edu/policy/pol-05-25-01)  
[**NCSU REG05.20.13 - Joint and Associate Faculty Appointments**](http://policies.ncsu.edu/regulation/reg-05-20-13)[**NCSU REG05.20.20 - Reappointment, Promotion and Tenure Dossier Format Requirements**](http://policies.ncsu.edu/regulation/reg-05-20-20)

**Additional References:**  
[**Promotion and Tenure Departmental Standards and Procedures**](http://policies.ncsu.edu/category/personnel/faculty/post-tenure-review-ptr-rules)  
[**Departmental Post Tenure Review**](http://policies.ncsu.edu/category/personnel/faculty/post-tenure-review-ptr-rules) **Rules**[**N C Gen Stat. 126-24**](http://www.ncga.state.nc.us/gascripts/statutes/statutelookup.pl?statute=126-24)

**1. INTRODUCTION**

This regulation establishes college information for the comprehensive, periodic, cumulative

review of the performance of all the college’s tenured faculty. This regulation is consistent with the requirements of NC State’s REG 05.20.04 Post Tenure Review of Faculty, [**UNC Policy 400.3.3 - Performance Review of Tenured Faculty**](http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=16406&added=1) and [**UNC Policy 400.3.3.1[G] - Guidelines on Performance Review of Tenured Faculty**](http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=392&added=1).

**2. STANDARDS FOR MEETING EXPECTATIONS**

The College of Humanities and Social Sciences recognizes that different fields of study have different expectations and that not all career paths are the same. An effective and equitable system of PTR must be flexible enough to acknowledge and support a variety of expectations and activities.

*2.1 Standards for Associate Professors*

Associate Professors are to be evaluated to determine if they are performing within the realms of responsibility set forth in their Statement of Mutual Expectations at the Associate Professor standard as set forth in their academic department’s rules concerning Reappointment, Promotion and Tenure Standards and Procedures.  T**o meet the PTR expectations**, they must present evidence that they are **performing the duties outlined in their individual SMEs** and are maintaining the standards for promotion to associate professor as set forth in the Academic Tenure Policy and college and departmental reappointment, promotion and tenure rules.

*2.2 Standards for Professors*

Professors are to be evaluated to determine if they are performing within the realms of responsibility set forth in their Statement of Mutual Expectations at the standard set forth in their academic department’s rules concerning Reappointment, Promotion and Tenure Standards and Procedures.  **To meet the PTR expectations**, they must present evidence that they are **performing the duties outlined in their individual SMEs** and maintaining the standards for promotion to professor as set forth in the Academic Tenure Policy and college and departmental reappointment, promotion and tenure rules.

**3. STANDARDS FOR EXCEEDING EXPECTATIONS**

Because the College of Humanities and Social Sciences recognizes exemplary performance beyond the “meets expectations” level, **a faculty member’s performance that surpasses overall performance expectations as identified by academic departmental rules for faculty at the same rank may be designated “exceeds expectations.”** Exemplary achievements may include outstanding work or recognition in the areas of research, teaching, and service. For example, these achievements may include teaching awards, the receipt of awards or fellowships from national or international professional societies and granting agencies, an extraordinary quantity of peer reviewed scholarly or creative work published in national or international venues, or noteworthy service to the department, college, university, or profession.

**4. COLLEGE POST TENURE REVIEW COMMITTEE**

Section 6.4 of REG 05.20.04 states that if the Dean’s initial determination of the faculty member’s performance differs from that of the Department Post Tenure Review Committee and/or the Department Head, then a College Post Tenure Review Committee is to be involved.

The Dean shall appoint a standing PTR Committee comprised of five tenured faculty members (three full professors and two associate professors), chosen from separate academic departments within the College. One full professor and one associate professor will be chosen in addition as alternate members of the PTR committee in case a regular member needs to be recused. Committee members will be chosen in September to serve a two-year term. No more than one PTR committee member will come from a single academic department within the College. Once a faculty member has served on the PTR committee, he or she may not serve again until other faculty representing the same rank and department have served. The Chair of the PTR committee will be appointed by the Dean.

**5. ADDITIONAL PROCEDURES FOR THE COLLEGE OF HUMANITIES AND SOCIAL SCIENCES**

5.1 Once the Dean assigns cases for consideration by the PTR committee, all materials considered by the Department Post Tenure Review Committee will be forwarded to the College PTR committee. Because departmental results are due to the Dean by March 1, the College PTR committee will convene and produce a written report assessing whether candidates do not meet expectations, meet expectations, or exceed expectations. Written reports for each candidate will be submitted to the Dean no later than May 1.

5.2 Training. UNC General Administration has provided an online training resource for all faculty and administrators involved in Post-Tenure Review. Department Heads are responsible for gathering the certifications for faculty chosen to serve on the College PTR committee and these will be forwarded to the Chair of the College PTR Committee. The Chair will collect these certifications and include them along with the written PTR reports to the Dean who will report to the Provost that the College of Humanities and Social Sciences has complied with the UNC General Administration training requirements.