Submitted: 11 September 2023
Approved by the Office of the Provost: 12 September 2023

Department of Integrative Biology, University of South Florida

From the USF Post-tenure review regulation: *Post-tenure review is required of all tenured faculty members at the University of South Florida in accordance with State law. The purpose of this review is to ensure continued high standards of quality and sustained productivity among tenured faculty consistent with the mission of the university and with assigned duties in research, teaching, and service. In addition, post-tenure review is intended to recognize and honor exceptional achievement. As a formative assessment process, post-tenure review is also intended to provide continued academic professional development, enable a faculty member who has fallen below performance norms to pursue a performance improvement plan and return to expected levels of productivity, and, when necessary, identify patterns of performance that are unacceptable or inconsistent with professional standards or employment in the Florida State University System (SUS).*

Post-tenure review outcomes will reflect faculty members' assignments. Post-tenure review assessments are holistic; therefore, evaluation covers each area of assignment including all aspects of faculty workload in research, teaching, and service. Each area is scored on a four-point scale: 1 = exceeds expectations; 2 = meets expectations; 3 = does not meet expectations; 4 = unsatisfactory. The final overall rating, on the same four-point scale, is an average of the ratings in each area (research, teaching, service), weighted by the percentage assignment in each area.

The department chair will evaluate the review packet and faculty member's disciplinary file (if applicable) covering the past five years and provide a written assessment (not to exceed 12,000 characters) of the level of achievement. If applicable, the chair will include in the assessment letter any concerns regarding professional conduct, academic responsibilities, and performance during the period under review. The chair shall also assign an overall performance rating using the four-point scale as defined in the USF post-tenure review regulation as follows:

Exceeds expectations (rating = 1)*: a clear and significant level of accomplishment beyond the average performance of faculty across the faculty*
Performance is appreciably greater than the average college faculty member of the candidate's present rank and field at top-tier research institutions. Must have a sustained and satisfactory professional conduct and performance of academic responsibilities and

policies.

Meets expectations (rating = 2)*: expected level of accomplishment compared to faculty*

conduct and performance of academic responsibilities and compliance with state law, Board

***Does not meet expectations (rating = 3)**: performance falls below the expected range of*

and unit but is capable of improvement. A faculty member who has received an overall unsatisfactory annual evaluation during one of the previous 5 years without evidence of a trajectory of subsequent improvement or exhibited unsatisfactory performance in any single area of assignment over multiple years or pattern of non-compliance with state law, Board of

expectations.

***Unsatisfactory (rating = 4)**: failure to meet expectations that reflects disregard or failure to follow previous advice or other efforts to provide correction or assistance, or performance that involves incompetence or misconduct as defined in university regulations and policies. A faculty member who has received an overall unsatisfactory annual evaluation during two or more of the previous 5 years or unsatisfactory performance in two or more areas of assignment over three of the last five years of the review period may be deemed unsatisfactory. Demonstrates a consistent pattern of failing to perform duties assigned by the University or sustained violations of applicable state and federal law and applicable published College, University, and Board of Governors regulations, policies, and procedures.*

According to the USF Post-tenure review regulation, the review process will examine only the faculty member's "review packet," comprising the following materials:

* T e faculty narrative of their accomplishments in research, teaching, and service is not to exceed 12,000 characters in length.

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T e faculty member has achieved an average of fewer than one of the categories of teaching activities listed above over the f ve years under review.

rating on the four-point scale is based on activities including but not limited to the following four categories:

1. Activities in department, college, and university-level committees.
2. Service to the students, including mentorship of clubs, letters of recommendation.
3. Service to the scientif c and professional community, including but not limited to manuscript and proposal peer