

*Submitted: September 2023*

*Approved by the Dean's Office and Office of the Provost: 09/06/2023*

In alignment with University and Board of Governors' regulations, as well as state law, all tenured faculty members in the Department of Physics are subjected to post-tenure review every five years. The post tenure review (PTR) is an evaluation of the previous five years of employment.

The PTR assessment will be based on a "review packet" composed of the following materials:

- The faculty member's narrative record of accomplishments for the past five years in a university-designated template. This narrative will have a maximum limit of 12,000 characters.
- The last five years of annual performance reviews by the Chair/Director,
- The faculty member's curriculum vitae (not to exceed 5 pages single-spaced), and
- The faculty member's disciplinary record (if any exists) in their personnel file covering the past five years to ensure compliance with state laws, Board of Governors' regulations, and university regulations and policies. Only substantiated disciplinary matters will be considered for the purposes of a post-tenure review.

Department of Physics guidelines for post-tenure review ensure that the faculty member will be reviewed in relation to nationally recognized standards consistent with the discipline as it exists at research universities. These guidelines are based on quantifiable department criteria for annual evaluation. Post-tenure review will be based on the annual assignments of the faculty member across the five-year period under review.

Rating categories for post-tenure review shall include the following:

1. Exceeds expectations: A clear and significant level of accomplishment beyond the average performances of faculty across the faculty member's discipline and unit. 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 compliance with state law, Board of Governors' regulations, and university regulations and policies.
2. Meets expectations: Expected level of accomplishment compared to faculty across the faculty member's discipline and unit. Sustained record commensurate with the academic standards of a top-tier research institution; evidence of at least a satisfactory performance rating in each annual evaluation during the previous 5 years and satisfactory or greater assessment in each area of assignment; sustained and satisfactory professional conduct

and performance of academic responsibilities and compliance with state law, Board of Governors' regulations, and university regulations and policies.

3.

2. Meets expectations: Evidence of demonstrably high quality of teaching indicated by numerical student ratings at or above average for the level of courses

---

Post-tenure review of service will be based on the previous five years of service evaluations and assignment for each year. The post-tenure review evaluation will be provided as one cumulative evaluation of the five-year period. The faculty member should be a role model that students and community members would look to for counsel and support.

Service in the following 3 elements will be evaluated:

- x Service to the university (department, school, college, or university)
- x Service to the profession, including high-level leadership activities in international professional organizations, serving as reviewer for proposals and journals, and other similar activities.
- x Service to communities in which we live and work.

The criteria are as follows:

1. Exceeds expectations: Engaged in multiple service roles representing all 3 categories.
2. Meets expectations: Engaged in multiple service roles representing at least 2 categories.
3. Does not meet expectations: Limited engagement in only 1 category.
4. Unsatisfactory: No engagement in any service category.

*The post-tenure review requires one, holistic evaluation score. This will be the weighted average according to annual assignments based on the scores for teaching, research, and service.*