Appendix “A”

Senate Motion #18 (1995-96)
Motion Introduced by: Personnel Committee (William Davey, Chair)
Date of Introduction: March 18, 1996
Title of Motion: Principles to Guide Post-Tenure Review:

The Senate Personnel Committee recommends Academic Senate approval of:

Principles to Guide Post-Tenure Review:

A. **Value of Tenure Principle** -- Tenure in American universities is valued and must be protected by providing greater accountability through a positive, constructive, forward-looking, peer-based, and faculty-driven post-tenure review system.

B. **Effort Principle** -- The post-tenure review should not *constitute a re-tenuring process where a substantial amount of faculty time must be diverted* from teaching, research and service activities to prepare materials for and conduct thereview.

C. **Burden of Proof Principle** -- The burden of proof for tenured faculty is with the University to demonstrate that the faculty member is an unsatisfactory performer.

D. **Cost Principle** -- The plan for post-tenure review should not necessitate a major legislative appropriation in order to be implemented.

E. **Reliance on Annual Reviews Principle** -- Consistent with ABOR policy, administrative and faculty review of performance, judged on an annual cycle, will serve as the basis for identifying cases in need of attention.

F. **Universality of Concern Principle** -- Any and each incidence of overall unsatisfactory performance will be addressed. Performance evaluation is based upon agreed to criteria related to teaching, research and service.

G. **Progressive Concern Principle** -- Repeated instances of unsatisfactory performance will result in college-level involvement in the faculty improvement plan.

H. **Performance Improvement Principle** -- A key element in post-tenure review is performance improvement, which could be entered voluntarily by anyone seeking to improve or involuntarily (i.e., mandatory) by receiving unsatisfactory performance ratings in the annual performance evaluations.

I. **On-going Administrative Evaluation of Process Principle** -- Each year the Dean, in consultation with advice from the unit head and two faculty from another unit in the same other College, will evaluate the review process and the performance ratings of 20% of the faculty of the College. The Dean is responsible for providing independent verification that the annual review process measures reveals and labels unsatisfactory performance.