

Division of Academic Affairs

POST-TENURE FACULTY REVIEW UPDATE



OVERVIEW

COMPLETED ACTIONS:

- ✓ BOG Workgroup formed to adopt Post-Tenure Faculty Review (PTR) Regulation
- ✓ Board of Governors approved PTR Regulation (*April 7, 2023*)
- ✓ Posted PTR Regulation on FAMU BOT website
- ✓ Presented FAMU PTR Regulation to BOT
- ✓ Formed FAMU PTR Special Advisory Committee
- ✓ FAMU PTR Regulation presented during the Faculty Planning Conference
- ✓ FAMU PTR Special Advisory Committee has met and will submit recommendations

UP NEXT...

- Board of Trustees Presentation
- FAMU Internal Audit of the Proposed Process
- Submission of plan to FL Board of Governors
- PTR Implementation

Strike, Strike, and Strike Again!

Special Advisory Committee

A special advisory committee has been formed with a representative from each college/school, Faculty Senate, and the Student Government Association.

This special committee will make recommendations to the Provost about implementation details such as:

Application
Process

Evaluation
Process

Recognition/
Compensation

SPECIAL COMMITTEE

Chair



**Hudson
Nwakanma, Ph.D.**
School of Business
& Industry

Co-chair



**Patricia
Broussard**
College of Law

Members

- Raymond Hix, Ph.D. | Agriculture and Food Sciences
- Mary Simmons, Ph.D. | Allied Health Sciences
- Doreen Kobelo, Ph.D. | Architecture and Engineering Technology
- Endya Stewart, Ph.D. | Education
- Suvranu De, Ph.D. | Engineering
- Steven Morey, Ph.D. | Environment
- Mira Lowe | Journalism and Graphic Communication
- Carswella Phillips, DNP | Nursing
- C. Perry Brown, DrPH | Pharmacy and Pharmaceutical Sciences, IPH
- Richard Long, Ph.D. | Science and Technology
- Luther Wells | Social Sciences, Arts, and Humanities
- Kyle Eidahl, Ph.D. | Faculty Senate
- Arlesia Mathis, Ph.D. | Faculty Senate
- Mr. Jaylin Hankerson-Strappy | SGA

5-YEAR PLAN

240

Pre-2019: Includes **172** tenured faculty members (w/o administrative exemptions)

Post-2019: Includes **68** tenured faculty members from 2019 to present day.

44

**ELIGIBLE
FACULTY**
2019 tenured +
20% of pre-2019
tenured faculty
Year 1

(2023-2024)

53

**ELIGIBLE
FACULTY**
2020 tenured +
20% of pre-2019
not yet reviewed
Year 2

(2024-2025)

50

**ELIGIBLE
FACULTY**
2021 tenured +
20% of pre-2019
not yet reviewed
Year 3

(2025-2026)

54

**ELIGIBLE
FACULTY**
2022 tenured +
20% of pre-2019
not yet reviewed
Year 4

(2026-2027)

39

**ELIGIBLE
FACULTY**
2023 tenured +
20% of pre-2019
not yet reviewed
Year 5

(2027-2028)

Strike, Strike, and Strike Again!

AUDIT PROCESS

Division of Audit

Step 1:

The Post-tenure Faculty Review process/plan will be provided to the Division of Audit for review.

Step 2:

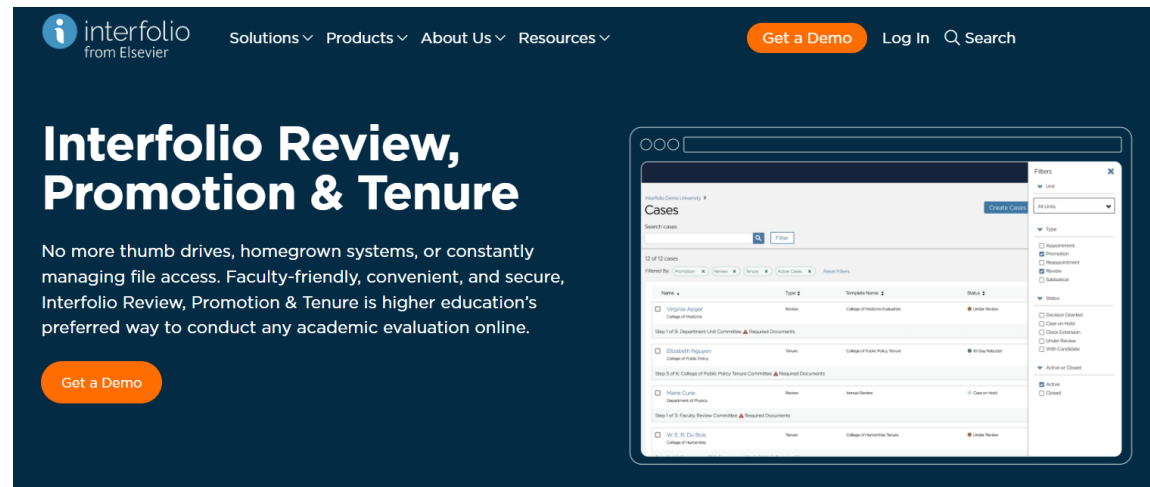
The Division of Audit will select an auditor to meet with the Office of the Provost to review the written process and plan.

Step 3:

The Office of the Provost will receive feedback and a response from the Division of Audit and will work with the special committee to amend any necessary processes or procedures based on what is suggested.

PLATFORM

The review will be conducted using the online **Interfolio Review Promotion & Tenure (RPT)** platform.



PROFESSIONAL DEVELOPMENT

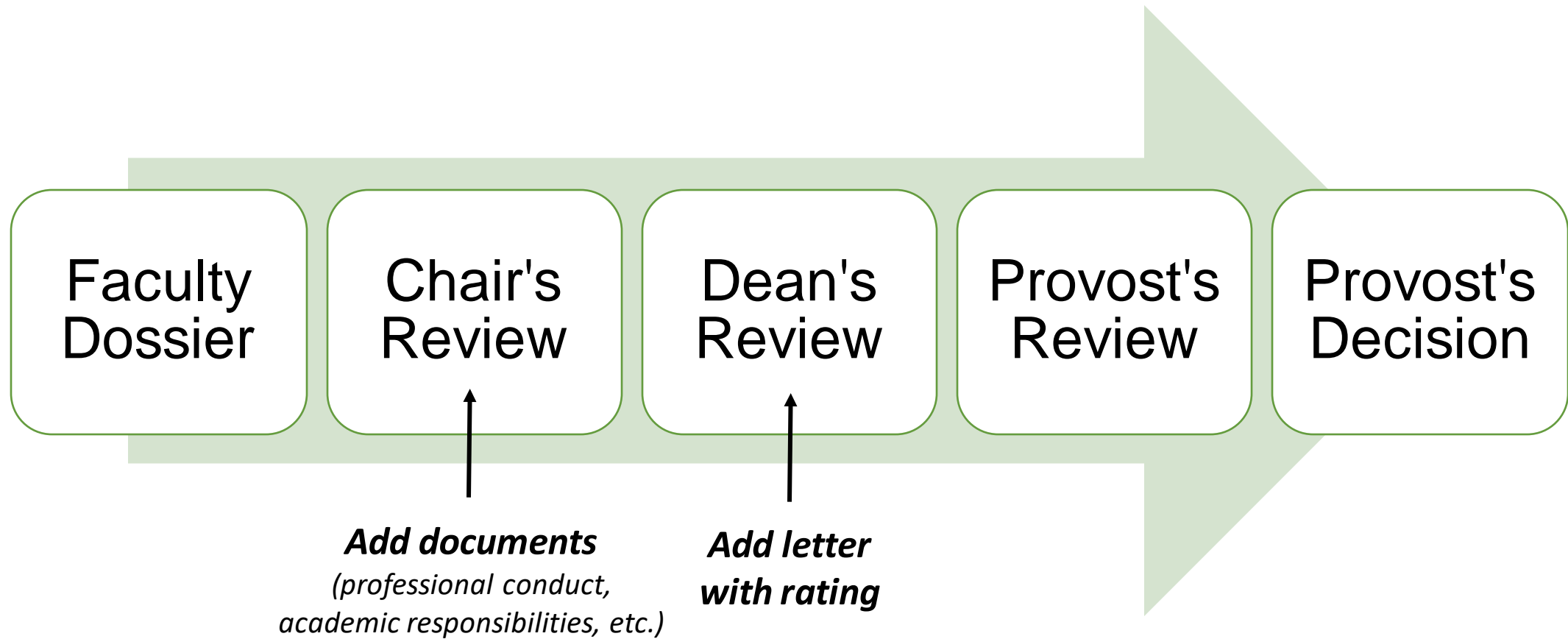
Workshops on the use of the tool will be provided by the Division of Academic Affairs through its **Teaching & Learning Center**.



FAMU | FLORIDA A&M UNIVERSITY
TEACHING & LEARNING CENTER



REVIEW PROCESS



PTR RATINGS

1.

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.

2.

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.

3.

MEETS EXPECTATIONS

Expected level of accomplishment compared to faculty across the faculty member's discipline and unit.

4.

EXCEEDS EXPECTATIONS

A clear and significant level of accomplishment beyond the average performance of faculty across the faculty member's discipline and unit.

TIMELINE

AUDIT

Conducted in 2024
and subsequently
every 3 years with
reports to the FAMU
Board of Trustees

- ▶ **01** **SEPTEMBER 23**
Select Post-tenure Faculty
Review (PTR) candidates
- ▶ **02** **DECEMBER 23**
PTR candidates submit
materials
- ▶ **03** **JANUARY 24**
Department Chair
sends letters to deans
- ▶ **04** **FEBRUARY 24**
Deans submit PTR
Ratings to Provost
- ▶ **05** **MARCH 24**
Provost reviews materials
and deans' ratings to accept,
modify or reject
- ▶ **06** **APRIL 24**
Candidates/Deans/Chairs are
notified | Audit begins
- ▶ **07** **JUNE**
Provost reports annually
to President and BOT

Strike, Strike, and Strike Again!

Division of Academic Affairs

POST-TENURE FACULTY REVIEW UPDATE

