

## Post Tenure Review Standards

The faculty of the Nutritional Sciences Department on this date adopt the following minimum standards for overall satisfactory performance. These general standards coordinate with criteria used for annual reviews and raises. These guidelines should serve to establish minimum standards for documenting satisfactory performance for tenured faculty.

- Faculty productivity is expected in all three areas of research/creative endeavor/scholarship; teaching; and service.
- In each area, performance should demonstrate quantity, quality, and relevance.
- The faculty member's record should demonstrate specific and identifiable areas of expertise or competence related to nutritional sciences. Competence in this expertise implies movement toward and achievement of national stature.
- Faculty performance that demonstrates integration and relatedness of research/creative endeavor, service, and teaching is particularly valued.
- Each year, at the Annual Review and Evaluation conference between the tenured faculty member and the department Chair, the previous year's activities are reviewed, and, in addition, plans for the future year are made. Thus, linkages are established between each year's performance criteria.
- Following each Annual Report conference with the tenured faculty member, the Chair will prepare and sign a Summary Letter to be shared with, and signed by, the faculty member. In that letter, the Chair is to specifically state whether or not the faculty member has had "satisfactory performance" for the previous year. The faculty member receives a copy of this letter within one month of the evaluation conference.
- All signed Summary Letters for the five-year period, as well as the Faculty Accomplishment Survey reports, complete with student evaluations of courses, shall become part of the dossier assembled for the 5-year Post-Tenure review. Judgment of the Chair finding satisfactory performance for the five-year review period will require no further steps, and the next five-year period will begin.

8/20/2008

- Should a tenured faculty member be judged not to have satisfactory performance at the five-year review stage, such faculty member may request a hearing with the Chair and/or other tenured faculty in nutritional sciences or closely related fields, to review the evaluation. Judgment of the Chair shall be final at the departmental level. The next appeal step would be to the Dean of the College.
- Tenured faculty judged not to have satisfactory performance at the five-year review stage will engage in faculty development objectives, as approved by the Chair.

Approved at the Nutritional Sciences Department Faculty Meeting February 24, 2005