**UPDATE ON THE PROVOST TASK FORCE FOR THE IMPLEMENTATION OF BOR POLICY REVISIONS POST-TENURE AND ANNUAL REVIEW (8.3)**

# BOR Revisions

The Board of Regents of the University System of Georgia (USG) met on October 12-13, 2021, on the campus of the Georgia Institute of Technology. During this meeting, revisions were made to the following Board of Regents (BOR) policies: Post-Tenure and Annual Review (8.3). (see Chancellor's Policy Letter and Exhibit - October 12-13. 2021 below)



# Provost Task Force

In December, Provost Spirou convened a task force for implementing the BOR Policy Revisions Post-Tenure and Annual Review into University policy. The co-chairs and members, three quarters of which are elected faculty senators, are listed below.

## Membership

**Co-Chairs:**

Catherine Fowler (Presiding Officer + COHS) & Holley Roberts (Office of Provost)

**Members**:

Sabrina Hom (FAPC Chair + College of Arts and Sciences)

Linda Bradley (DEIPC Chair + College of Education)

Robert Blumenthal (Council of Chairs + College of Arts and Sciences)

Nicholas Creel (APC Chair + College of Business)

Paulette Cross (University Senate + College of Education)

Karl Manrodt (University Senate + College of Business)

Sarah Myers (College of Health Sciences)

Jennifer Flory (Presiding Officer Elect + College of Arts and Sciences)

Lamonica Sanford (University Senate + University Library)

Micheal Stratton (Council of Deans + College of Business)

## Charge

The Provost Task Force was charged with revising relevant institutional policies which pertain to the revised BOR policies as listed below.

**Implementation of BOR Policy Revisions Post-Tenure and Annual Review (8.3)**

1. Tenured administrators will once again be subject to post-tenure review.
2. These system-level standards introduce a new element of ***student success*** in addition to the existing expectations for teaching, research, and service at all levels of faculty assessment.

* Annual Evaluations
* Pre-Tenure
* Tenure
* Post Tenure

1. Each tenured faculty member will continue to participate in a PTR at least every five years. Post-tenure review will continue be a process led by a committee of faculty colleagues, with built in due-process mechanisms throughout. Each campus will be responsible for developing their policies and procedures to enact PTR after approval through the institution’s faculty governance processes and procedures.

A faculty member must go through a ***Corrective PTR*** if they are evaluated as performing unsatisfactorily in any area for two consecutive annual reviews. An unfavorable PTR or Corrective PTR will result in a ***Performance Improvement Plan*** developed with the faculty member for the purpose of returning the faculty member’s performance to an appropriate level. If that is not successful, remedial action will be implemented.

1. Each campus will be asked to create an implementation plan that explains how they intend to phase in the new review criteria that include student success.

If you are currently in your tenure probationary period or have recently received tenure, then your campus will make clear whether your eventual application for tenure or promotion will be considered under the existing standards or using those that will developed this year.

Once developed, department chairs and program leaders will use the newly developed criteria for annual reviews beginning in the 2022-23 academic year.

Source: <https://www.usg.edu/post-tenure-review/frequently-asked-questions>

1. Submission to Provost Spirou by February 1, 2022

## Chart of Revised Policies and Policies under Review with Links

|  |  |
| --- | --- |
| [**BOR Post-Tenure and Annual Review Policies with Links**](https://www.usg.edu/policymanual/section8/C245) | **GC Policies under Review and Revision with Links** |
| [*8.3.5 Evaluation of Personnel*](https://www.usg.edu/policymanual/section8/C245/#p8.3.5_evaluation_of_personnel) |  |
| 8.3.5.1 Faculty | [Pre-Tenure Review](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Faculty-Performance-Evaluation/Pre-Tenure-Review)  [Teaching Effectiveness, Assessing](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Faculty-Performance-Evaluation/Teaching-Effectiveness-Assessing)  [Faculty Review System, Philosophy and General Procedures](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Faculty-Performance-Evaluation/Faculty-Review-System-Philosophy-and-General-Procedures) |
| 8.3.5.4 Post Tenure Review | [Five Year Review of Academic Administrators](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Five-Year-Review-of-Academic-Administrators)  [Post-Tenure Review](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Faculty-Performance-Evaluation/Post-Tenure-Review) |
| [*8.3.6 Criteria for Promotion*](https://www.usg.edu/policymanual/section8/C245/#p8.3.6_criteria_for_promotion) |  |
| 8.3.6.1 Minimum for All Institutions in All Professorial Ranks |  |
| [*8.3.7 Tenure and Criteria for Tenure*](https://www.usg.edu/policymanual/section8/C245/#p8.3.7_tenure_and_criteria_for_tenure) | [Tenure Procedures](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Promotion-and-Tenure/Tenure-Procedures) |
| 8.3.7.1 Faculty |  |
| 8.3.7.2 Tenure Requirements |  |
| 8.3.7.3 Criteria for Tenure |  |
| [*8.3.9 Discipline and Removal of Faculty Members*](https://www.usg.edu/policymanual/section8/C245/#p8.3.9_discipline_and_removal_of_faculty_members) |  |

## Task Force Meetings with Agenda Items

* December 6, 2021 (Charge, Introduction to TEAMS, Review Example of Revised Document and Relation to BOR Policy, Next Steps, Establish Meeting Dates with goal of February 1)
* January 4, 2021 (Review documents revised by team members, Next Steps, Review Meeting Dates with goal of February 1)
* January 11, 2021 (Discuss post-tenure policy revisions, Discuss proposed timeline for faculty with policy changes, Agenda items for next meeting)
* January 18, 2021 (Provost Spirou – Updates from USG Sector Provosts Meeting; Faculty Annual Evaluation; Five Year Administrative Review; Post Tenure Graphic/Decision Path; Timeline of Implementation; Add meeting dates to hold for February 1, 8, 15th – 8:00am-9:30am; Structure for the Report; Agenda Items for next week)

## Current Status

Provost Spirou informed us at our last meeting about guidelines that are currently being developed at the USG which will affect our revisions. Included in those guidelines are the use of a five-point Likert scale in ~~a~~nnual evaluations. Also included are due-process mechanisms with timelines for submission of documents and appeals. As of Thursday, January 20, we have not received the new guidelines. Provost Spirou will share those, and any associated changes in deadlines, with the task force as soon as he receives them.

The task force will continue meeting weekly, reviewing and revising policies and procedures, as we remain on a very compressed timeline to finish our work by February 1. This deadline could be extended based on receipt of the aforementioned USG guidelines. Once we turn in our finalized documents in a summary report to Provost Spirou, there will be an opportunity for university faculty to review and comment on revisions via a Q&A session that will be scheduled prior to submitting changes to the BOR by March 1. If anyone has any questions about the process or the task force, please feel free to contact any of the task force members. Provost Spirou may also have more information in his report.

If you have feedback for the USG on the new post-tenure review policy implementation, feel free to click this link and submit your thoughts: <https://www.usg.edu/post-tenure-review/feedback>.

# Other Relevant Links

[ACADEMIC & STUDENT AFFAIRS HANDBOOK: Procedural guide for implementing BoR policies related to Academic Affairs](https://www.usg.edu/academic_affairs_handbook/section4/)

[UNIVERSITY SYSTEM OF GEORGIA POST-TENURE REVIEW](https://www.usg.edu/post-tenure-review)

[**UNIVERSITY SYSTEM OF GEORGIA POST-TENURE REVIEW Feedback on Implementation**](https://www.usg.edu/post-tenure-review/feedback)

[Georgia College Faculty Handbook](https://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Faculty-Handbook)

[Georgia College Academic Affairs Policies, Procedures, and Practices Manual Forms](https://intranet.gcsu.edu/academic-affairs/policies-procedures-and-practices-manual-forms)

[Georgia College Tenure Policy](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Promotion-and-Tenure/Tenure-Policy)

[Georgia College Tenure Procedures](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Promotion-and-Tenure/Tenure-Procedures)

[Georgia College Promotion Policies](https://gcsu.smartcatalogiq.com/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Promotion-and-Tenure/Promotion-Policies)