

DOB Post-Tenure Policy and Application Details: (Spring Semesters of 2018 – 2022): Applied Consistently and with Full Transparency to all DOB Tenured Faculty for the Complete 5-Year Cycle of Post-Tenure Reviews

Post-Tenure Policy Motion Passed by the DOB Executive Committee on March 26, 2018:

“If a faculty member’s average of the merit scores over the five-year review window is equal to or greater than 3.0 (for a particular area: teaching, research, or service), then the faculty member “meets expectations” for that particular area and thus will not require an EC vote for that area.”

Since merit is only conducted for 2-Year Periods, the following adjustments will be used by the EC to determining the “average of the merit scores over the five-year review window”

Application of the Policy in the Spring of EVEN Numbered Years:

A weighted average approach will apply a 40% weight to each on the prior two 2-Year merit scores and a 20% weight to the merit score applicable to the first year of the five year period under review.

Application in the policy in the Spring of ODD Numbered Years:

A weighted average approach will apply a 50% weight to each on the prior two 2-Year merit scores. If the weighted average is 3.0 or higher, then the faculty member meets expectations for that area. If the weighted average is below the 3.0 standard for any area, the final year of the five year period may be used to determine whether it provides sufficient evidence to designate the faculty member as “meets expectations”. The final year of the faculty member’s activity that occurred in 5th year of the review period may NOT be used reduce a weighted average number that is above the 3.0 standard to a number below 3.0.

February 4, 2019

Original: March 26, 2018