

University of Tennessee - Knoxville

Institution	PTR	AR	Cycle	Additional Notes
University of Alabama	T	Y	-	Required when faculty member receives two overall unacceptable annual evaluations over a 6-yr period.
Auburn University	T	Y	-	Moved from being required for all tenured faculty to a triggered PTR (with simultaneous strengthening of annual review process). Two overall unacceptable annual evaluations over a 6-yr period will trigger PTR.
Clemson University	Y	Y	5 years	Required for all tenured faculty. The faculty of each academic unit prepare written guidelines (approved by faculty, dean, and Provost) detailing PTR process. The PTR is linked to annual reviews. Reviewed by departmental PTR committee charged with reviewing ratings received on the most recent five years of annual performance reviews. All tenured faculty receiving no more than one (of five) annual performance rating of fair , marginal , or unsatisfactory receives a PTR rating of satisfactory and are exempt from further review.
Colorado State University	Y/T	Y	5 years	Required for all tenured faculty; can also be triggered. If two annual reviews have identify deficiencies of sufficient magnitude the schedule will be altered. Post-tenure review is based upon a summary of all annual reviews since the last PTR (or the acquisition of tenure or promotion); an updated curriculum vitae; a self-analysis by the faculty member; and a statement of professional goals and objectives.
University of Georgia	Y	Y	5 years	Required for all tenured faculty. Departmental PTR committee reviews annual reviews, CV, accomplishments, and contributions.
University of Florida	Y	Y	7 years	Required for all tenured faculty. PTR is keyed to annual evaluations, and if annual evaluations are satisfactory , the PTR is deemed satisfactory . If not, a performance improvement plan is developed for the faculty member.
Iowa State University	Y	Y	7 years	Required for all tenured faculty. Faculty in each department are charged with developing and implementing PTR of each tenured faculty member in the unit. The PTR is a peer-review process (internal) and must include an overall assessment of the faculty member's

				performance: <i>meeting expectations</i> or <i>below expectations</i> . PTR dossiers and recommendations are reviewed by the Dean for consistency before being submitted to the Provost. Documentation includes the minimum of a position responsibility statement and CV.
University of Kentucky				SB 11, enacted by the 1998 General Assembly, called for public postsecondary institutions to develop PTR.
Louisiana State University	N	Y	-	
University of Maryland	Y	Y	5 years	Required for all tenured faculty every 5 years or if two consecutive annual reviews indicate the faculty member does not meet expectations. Includes a personal statement, Faculty Activity Report (FAR) and CV, teaching evaluations and annual review documents since the previous PTR.
Michigan State University	N	Y		No traditional PTR process; Michigan State University does not have a distinct separate policy on the review of faculty following the award of tenure. PTR is implemented through several existing policies and procedures (contained in the Faculty Handbook), including a clarifying interpretation by the University Committee on Faculty Tenure on the meaning of the term <i>incompetence</i> in the disciplinary and dismissal policy.
University of Minnesota	T	Y	-	Only in cases of "alleged substandard performance" does a special review (PTR) take place. The PTR represents an intensive review and can only be initiated after the faculty member has received substandard annual reviews. The Dean independently reviews the faculty file and determines whether a special review is appropriate.
University of Missouri	Y	Y	5 years	Faculty resubmit a compilation of the past five annual report and evaluation documents, CV, and brief statement of teaching, research and service activities for the 5-yr period.
University of Nebraska-Lincoln	T	Y	-	PTRs are conducted in cases where goals are not being met or contributions should be markedly improved as evidenced by faculty annual reviews. The PTR is based upon the principle of peer review. In addition, a tenured faculty member elect to complete a PTR by the faculty member or be required to undergo post-tenure review in an effort provide feedback valuable in maximizing contributions to the University and more fully realize professional goals.
University of North Carolina	Y	Y	5 years	Required for all tenured faculty. The responsibility for developing criteria for the evaluation of faculty performance rests with departments. The PTR is informed by the annual reports

				of a tenured faculty member's work, and includes a summative evaluation of all aspects of a faculty member's professional performance relative to the mission of the department, unit and institution. A peer review committee (members are selected by a process agreed upon by the tenured members of the department) reviews dossiers. Faculty are not required to provide additional documentation (other than a CV).
North Carolina State University	Y	Y	5 years	Required for all tenured faculty. Policies related to PTR are developed by colleges and departments and approved by the Provost. PTR website: https://policies.ncsu.edu/rule/rul-05-68-03/?archive=true
Purdue University	N	Y	-	Annual appraisals required for Assistant and Associate Professors; every 3 years for Full Professors.
University of South Carolina	Y	Y	6 years	Required for all tenured faculty. Individual department or college/school develops criteria. The PTR must include: annual reviews since previous PTR, assessment of teaching, research/creative activity, and service. Assessment of research/creative activity requires assessment of objective indicia of quality as well as internal peer reviews. All PTR dossiers are reviewed by the Dean.
University of Texas	Y	Y	6 years	The state of Texas requires PTR for all tenured faculty. Texas Education Code section 51.942 requires all tenured faculty at State of Texas institutions of higher education be subject to a comprehensive performance evaluation process conducted no more often than once every year, but no less often than once every six years. The PTR is based on teaching, research, scholarship, or creative work, service, and other assigned responsibilities. PTR must include internal peer review. Each department/college develops PTR guidelines.
Texas A&M	Y	Y	6 years	The state of Texas requires PTR for all tenured faculty. PTR is comprised of annual performance reviews as well as a review by a committee of peers (internal). Departments/colleges develop guidelines on process, criteria (aligned with annual review), required materials, and structure of peer-review committee. PTR provides an opportunity for faculty falling below performance norms to pursue a peer-coordinated professional development plan.
University of Wisconsin-Madison	Y	Y	5 years	PTR assesses faculty activities and performance, in accordance with the mission of the department, college, and institution, and responsibilities. PTR committee can include reviewers from outside of the respective academic unit. PTR includes review of qualitative and quantitative evidence of the faculty member's performance over at least the previous 5-year period. Evidence includes CV, annual activity reports, teaching and student

				evaluations, and evidence of accomplishments and contributions. Letters from outside the university would not ordinarily be a part of the review process (could be included if initiated by the faculty member).
Virginia Tech	T	Y	-	Required when a faculty member receives two consecutive annual evaluations of "unsatisfactory performance."

Key:

Blue = UTK Peers

Red = UTK Aspirational Peers

Black = Others

AR = Annual Review

PTR = Post-Tenure Review (may go by different names at some institutions)

Y = Yes

N = No

T = Triggered

University of Tennessee - Chattanooga

Institution	PTR	AR	Cycle	Additional Notes
Appalachian State University	Y	Y	5 years	Required of all tenured faculty. A PTR committee for a department/academic unit is elected by a vote of the tenured faculty in the department/academic unit. The PTR committee requests concise set of artifacts that document overall work in teaching, scholarship/creative activity, annual review documents, and current CV and graduate students advised. Final evaluation/recommendation goes to the chair and then to the dean,
University of Arkansas - Little Rock	N	Y	-	Comprehensive annual appraisals are required in lieu of a traditional PTR process. If a tenured faculty member receives two unsatisfactory reviews in sequence or three such reviews in five years, the faculty member, departmental group charged with peer review, chair, and the dean shall prepare a professional development plan (PTR).

University of Central Arkansas	N	Y	-	Comprehensive annual appraisals are required in lieu of a traditional PTR process. When a pattern of unsatisfactory ratings is observed, the chair will initiate a corrective performance plan and associated timeline. A pattern of unsatisfactory ratings is defined as two unsatisfactory ratings in consecutive years or three unsatisfactory ratings within five consecutive years.
College of Charleston	Y	Y	6 years	Required of all tenured faculty. PTR is a faculty driven, peer-review (internal) process and considers past performance and future as scholar, teacher, and colleague and provides a measure of accountability which goes beyond the annual review. The PTR committee operates on a presumption of satisfactory performance. That is, the burden of proof (clear and convincing evidence) for a superior performance lies with the candidate, and the burden of proof for an unsatisfactory performance, lies with the Department Chair (or department post-tenure review panel). Materials reviewed include a CV, faculty statement, annual appraisals, letters (can be external), and teaching evaluations.
Florida Gulf Coast University	N	Y	-	Annual appraisals used in lieu of PTR.
Georgia College & State University	Y	Y	5 years	Required of all tenured faculty.
Jacksonville State University	N	Y	-	Annual appraisals used in lieu of PTR.
Murray State University	N	Y	-	
University of Nebraska - Omaha	T	Y	-	If faculty performance is judged to be unsatisfactory on two consecutive annual reviews or the dean or Vice Chancellor concludes that the faculty member's performance should be reviewed under the approved PTR process, the process is initiated (PTR can also be initiated at the request by the faculty member). PTR committee review materials and provides a written report to the dean, vice chancellor and faculty member. In some cases, the PTR committee can request that the faculty member's dossier be sent to outside reviewers (such as for the review of scholarship by peers at other institutions).
University of North Carolina - Greensboro	Y	Y	5 years	Required for all tenured faculty. The responsibility for developing criteria for the evaluation of faculty performance rests with departments. The PTR is informed by the annual reports of a tenured faculty member's work, and includes a summative evaluation of all aspects of

				a faculty member's professional performance relative to the mission of the department, unit and institution.
University of North Carolina - Wilmington	Y	Y	5 years	In year two of a system-mandated revision (the entire UNC System has PTR). A dean-level evaluation has been added to the process. PTR requires peer evaluation (internal), chair evaluation and metrics. Results are sent to the System office.
University of North Florida	N	Y	-	Annual appraisals used in lieu of PTR. A "sustained performance evaluation" is implemented only when a performance improvement plan is needed (based on annual evaluations). A faculty member employed by the University for five or more years following the award of tenure or most recent promotion, who has received a rating of less than meets expectations two or more times in a given category during the previous five years, must develop a performance improvement plan subject to approval of the faculty member's chair/supervisor.
Northeastern State University	Y	Y	3 years	Required of all tenured faculty. A PTR committee is selected by the faculty member in consultation with the department chair; committee members can come from outside the program or department (department chair serves as chair of the PTR committee). The committee will determine if the faculty member meets expectations in teaching, scholarship, and professional/university via a majority vote. Faculty must meet expectations in all areas in order to receive an adequate review. If unsatisfactory , the faculty member must be formally reviewed again within one year.
Southeast Missouri State University	N	Y	-	Have a "post-professorial merit process" by which full professors who continue to meet the requirements for promotion to Professor and who wish to apply (voluntarily) for merit, are eligible for a \$5,000 base salary increase. They are eligible to apply in the 5 th year following promotion to Professor.
Stephen F Austin State University	Y	Y	6 years	Required of all tenured faculty. Faculty are reviewed by the tenured faculty in the academic unit, unit head, and dean. The PTR makes use of annual evaluations for the five most recent years. Teaching, research/scholarly/creative accomplishment and service are evaluated (including criteria addressing collegiality). At a minimum, the rating system must include two levels: satisfactory/meets expectations and unsatisfactory/does not meet expectations . A simple majority vote determines the faculty committee recommendation. Failure to submit a PTR portfolio automatically leads to a plan for assisted development.
Tennessee Technological University	N	Y	-	

University of West Georgia	Y	Y	5 years	Required of all tenured faculty.
Valdosta State University	Y	Y	5 years	Required of all tenured faculty. Department/unit heads evaluate professional activity since the last review and design remediation plans, if needed. Since tenured faculty continue to participate in annual evaluation process, PTR requires less documentation than P&T. Faculty submit the five most recent annual evaluations and CV (additional materials can be included by the choice of the faculty member).

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University of Tennessee - Martin

Institution	PTR	AR	Cycle	Additional Notes
Arkansas State University-Main Campus	T	Y	-	Arkansas Act 1330 of 1997 mandated all state-supported institutions of higher education develop a framework for reviewing faculty performance including PTR. PTR is triggered faculty receive two consecutive annual reviews with unsatisfactory rating or if faculty within petition for the review of a colleague. Departments establish criteria; departmental PTR committee reviews materials and determines if there should be (1) no action or (2) a remediation plan established.
Arkansas Tech University		Y	-	Comprehensive annual appraisals are required in lieu of a traditional PTR process.

Auburn University - Montgomery	Y	Y	-	PTR is conducted by a standing committee of the Faculty Senate. This is a special committee appointed by the Chancellor from nominees provided by the Rules Committee of the Faculty Senate. The committee reviews dossiers of faculty participating in PTR advises the Provost. The committee consists of nine tenured faculty with at least one representative from each school including the library.
Austin Peay State University	N	Y	-	Annual appraisals used in lieu of PTR.
University of Central Arkansas	N	Y	-	Annual appraisals used in lieu of PTR. When a pattern of unsatisfactory ratings is observed, the chair will initiate a corrective performance plan and associated timeline. A pattern of unsatisfactory ratings is defined as two unsatisfactory ratings in consecutive years or three unsatisfactory ratings within five consecutive years.
Frostburg State University	N	Y	-	
Marshall University	N	Y	-	Annual appraisals used in lieu of PTR.
McNeese State University	N	Y	-	Annual appraisals used in lieu of PTR. If a tenured faculty member has two sequential unsatisfactory annual performance evaluations or three unsatisfactory evaluations in five years, the faculty member goes through a year of intervention. If goals are not met in the first year, then a second year can be added and can include additional performance goals. If performance is not seen as satisfactory after the second year of intervention, the faculty member is terminated.
Midwestern State University	N	Y	-	Annual appraisals used in lieu of PTR.
Morehead State University	N	Y	-	Each department creates a Faculty Evaluation Plan (FEP) that describes the expectations of the department in the areas of teaching, scholarship, and service and the criteria for evaluating its faculty for the purpose of annual performance-based evaluations.
Murray State University	N	Y	-	
Southeast Missouri State University	N	Y	-	Have a "post-professorial merit process" by which full professors who continue to meet the requirements for promotion to Professor and who wish to apply (voluntarily) for merit, are

				eligible for a \$5,000 base salary increase. They are eligible to apply in the 5 th year following promotion to Professor.
Stephen F Austin State University	Y	Y	6 years	Required of all tenured faculty. Faculty are reviewed by the tenured faculty in the academic unit, unit head, and dean. The PTR makes use of annual evaluations for the five most recent years. Teaching, research/scholarly/creative accomplishment and service are evaluated (including criteria addressing collegiality). At a minimum, the rating system must include two levels: satisfactory/meets expectations and unsatisfactory/does not meet expectations . A simple majority vote determines the faculty committee recommendation. Failure to submit a PTR portfolio automatically leads to a plan for assisted development.
University of Texas - Tyler	Y	Y	6 years	Required of all tenured faculty. The state of Texas requires PTR for all tenured faculty. PTR evaluates longitudinal competence as opposed to short-term competence measured by the annual evaluations. Faculty submit a CV, past six annual evaluation reports, a summative report of student evaluations of teaching, a summative report of peer evaluations of teaching, and a summary statement of professional accomplishments (additional materials may be provided by the faculty member). PTR is conducted by a departmental tenured faculty peer review committee and unit head. The unit head submits the review to the dean; the dean reviews and submits to the Provost and President for review and appropriate action.
West Texas A&M	Y	Y	6 years	Required of all tenured faculty. In addition to periodic PTR, another type is related to the annual evaluation done by the department head. If the faculty member (at any rank) has two consecutive unsatisfactory reviews in any of the three areas of evaluation, the department head initiates PTR. The faculty member and department head meet to discuss deficiencies and activities to possible remediate them. A faculty member can request a PTR as well.
Western Carolina University			5 years	Required of all tenured faculty. A tenured faculty member, however, may elect to undergo PTR during any academic year; faculty for whom PTR is required must undergo a review no later than the fifth academic year. At a minimum, a CV, the four most recent annual evaluation summary statements and the most recent set of directional goals are reviewed by a PTR committee. The dossier is reviewed by the PTR committee, department head, and dean for decision/recommendation.

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