Iowa State University
Post Tenure Review Policy
Revised 2011
Post Tenure Review

• The new post tenure review policy was passed by ISU Faculty Senate on April 5, 2011 and represents a significant change of the existing policy

• While the basic concept of post tenure peer review is the same, the new policy has tangible and defined outcomes

• The new post tenure review is formative and provides all tenured faculty with opportunities to improve performance

• The new post tenure review policy contains three new sections
  – Timeline
  – Outcomes
  – Roles of administrators
Post Tenure Review

• Timeline
  – At least every seven years
  – At faculty request, five years since the last review
  – The year following two unsatisfactory annual reviews

• Exemptions
  – Faculty under review for promotion
  – Faculty within one year of retirement or phased retirement
  – Faculty who serve as Chair, or title contains the term president, provost or dean

• Action plan for post tenure review below expectations
  – Justification for the plan
  – Time table to evaluate acceptable progress
  – Description of consequences for not meeting expectations

• Consequences of non-action
  – Unsatisfactory annual review or unacceptable performance of duty
Post Tenure Review Flow Chart
Post-tenure Review 5.3.5 (peer review)

Occurs every 5 to 7 years

Recommend $ Superior, all parts of PRS for Full Prof
Go up for Full Prof Superior, all parts of PRS for Assoc Prof

Work life goes on Acceptable or superior on all parts of PRS

Establish plan to improve parts of PRS below expectations

Below expectations on any part of PRS

Re-evaluate in 1 year – after 1 year:
If working on plan, then work life continues in a positive, productive path

If no plan in place Could result in unsatisfactory annual review or unacceptable performance of duty