

INTERIM POST TENURE REVIEW

PURPOSE

The Post Tenure Review policy is to:

- Ensure continued faculty excellence and engagement in teaching, service, and scholarship.
- Promote intellectual diversity, academic freedom, and respect for differing perspectives.
- Provide accountability and transparency in alignment with public trust and institutional mission.
- Support faculty through constructive feedback, professional development, and clear expectations.

Scope

This policy applies to all full-time tenured faculty members at Edison State Community College. Any obligation assumed under tenure is conditioned upon adequacy of revenue and support through legislative action.

POLICY STATEMENT

Frequency of Review

Faculty will be required to submit the following to the Promotion and Recognition committee at the beginning of Year 3: CV, a reflective statement addressing contributions in teaching, service and professional development and evidence of teaching effectiveness. Optional information: honors, awards, or special projects.

Evaluation Criteria

- Teaching effectiveness and discipline-specific currency
- Commitment to intellectual diversity and the free exchange of ideas
- Engagement in service to the institution and broader community
- Ongoing professional development and academic contribution

Review Outcomes

Each faculty member will receive a written summary with one of the following outcomes:

Outcome	Description
Meets Expectations	The faculty member demonstrates satisfactory performance across all areas.
Development Plan Required	Improvement is needed in one or more areas. A two-year Faculty Development Plan is required.
Performance Improvement Plan (PIP)	Substantial deficiencies identified; a one-year PIP with structured oversight is required.

Appeals Process

Faculty may appeal the outcome within 30 calendar days by submitting a written appeal to the Provost. The appeal will be reviewed by:

- The Provost
- One neutral faculty representative
- One academic administrator not involved in the original review

The final decision will be issued within 30 days of the appeal filing.

PERSONS AFFECTED

All Edison State Community College Tenured Faculty.