

## 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 Tenure 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:

<b>Outcome</b>	<b>Description</b>
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.