

Longwood University Faculty Senate  
**PROPOSAL/POLICY COVER SHEET**

This cover sheet is intended to provide information to members of the Faculty Senate about a new proposal/policy or about revisions to an existing proposal/policy. If you are proposing a new policy, then attach the text of the policy to this form. If you are proposing a change to an existing policy, then attach the text of the current policy with any deleted language marked by a strikethrough and with new language marked by an underline. If you are deleting a policy, then attach the text of the policy to be deleted.

**COMMITTEE(S)** that authored or sponsored this proposal: Committee for Promotion and Tenure Policies and Procedures (CPTPP)

**TOPIC:** Post Tenure Review Policy (FPPM, Section III., V. p. 111)

**BACKGROUND** (Provide a brief statement describing the origins of this proposal, the nature of the problem it addresses, and the work completed to devise the proposal):

At the March 2011 Board of Visitors meeting, Larissa Ferguson, Faculty Senate Chair, and Ken Perkins, VPAA, discussed the nature of the Post-Tenure Review (PTR) policy with the Board members. This discussion included a survey of PTR policies at other Virginia schools. Out of that discussion Dr. Ferguson pledged that the Faculty Senate would review the PTR policy.

During the 2011-2012 school year, an Ad Hoc Committee on Post-Tenure Review, which included Brian Bates, Robert Webber, Vonnie Colvin, and Ray Brastow, developed a substantial revision of the Post-Tenure Review policy. They presented their report at the April Senate meeting.

The CPTPP has continued the work begun by the Ad Hoc Committee. On behalf of the committee, Dr. Ferguson took a draft of the policy to the Academic Chairs Council for their input in November 2012.

**SUMMARY OF NEW POLICY OR PROPOSED CHANGES OR DELETIONS TO AN EXISTING POLICY** (Provide a brief list or statement describing the content of the policy or the proposed changes or deletions):

- This is a substantively new policy, rather than a slight revision of the old. The most significant change is to eliminate the “three less than satisfactory overall reviews within a five-year period” trigger for Post Tenure Review.
- The procedure for Post Tenure Review is greatly expanded to include the development of a Remedial Action Plan and monitoring by the department chair and department P&T committee during the Post Tenure Review period.

**RATIONALE FOR THE POLICY OR PROPOSED CHANGES** (Provide a brief statement as to why the new policy, the changes, or the deletion is needed):

- This policy greatly strengthens the ability of the department to rehabilitate faculty members in Post Tenure Review, while also protecting the rights of individual faculty members for due process.
- By eliminating the “three in five years” provision, this policy also eliminates concerns about the length of time it might take to move a poorly performing faculty member from unsatisfactory annual performance evaluations, through Post Tenure Review, and possibly to termination, if the faculty member fails to make satisfactory progress in the PTR period.

Date submitted to Senate Executive Committee for Consideration: \_\_\_\_\_

Action(s) Taken:

Date first read at Faculty Senate: \_\_\_\_\_

Action(s) Taken:

Date final action taken by Faculty Senate: \_\_\_\_\_

Final action(s) Taken: