2023-2024 Post-Tenure Review FAQs

Why is the university conducting Post-Tenure Reviews?
Per BOG Regulation 10.003 "Post-Tenure Faculty Review," (PTR) each university in the SUS must establish a post-tenure review process during the 2023-2024 academic year.

Does the PTR impact the Promotion and Tenure process at FSU?
Nothing about the P&T process has changed. However, those candidates participating in the 2023-2024 Promotion and Tenure process are excluded from the first PTR cycle.

Is the PTR process more like the P&T process or the annual faculty evaluation process?
PTR is an evaluation, not a review of tenure. It does differ from annual evaluations because it covers a five-year period and has additional elements required by the BOG regulation.

Which faculty members will participate in the 2023-2024 PTR cohort?
The 2023-2024 PTR cohort includes:
- All faculty who were tenured, hired with tenure upon appointment, or promoted to full professor with an effective date of Fall 2019, and
- An additional 20% of eligible faculty members who were tenured or promoted to full professor prior to Fall 2019. Faculty may volunteer to be part of this 20% and will be notified via email if they are selected.

What is the review period for the 2023-2024 PTR cycle? See "New Clarification" in bold at the end of this paragraph.
The review period encompasses academic years (including summers) 2018-2019, 2019-2020, 2020-2021, 2021-2022 and 2022-2023. An academic year is defined as fall, spring, and summer in that order. **(NEW CLARIFICATION: Awards and honors received 10 or 15 years ago are not part of the record for this review and should not be included in any materials submitted by the PTR participant to the department chair/school director or dean.)**

Why are so many semesters included in the FEAS portion of the PTR Report? See "NEW Clarification" BELOW.

NEW CLARIFICATION: The review period encompasses academic years 2018-2019, 2019-2020, 2020-2021, 2021-2022 and 2022-2023. The SPCI and AOR portions of the FEAS PTR report will only include Fall 2018-Summer 2023. However, the CV portion of the PTR Report will only include accomplishments from Fall 2018-Fall 2023.

Accomplishments will be populated into the CV portion of the PTR Report from Fall 2018 to Fall 2023, with a possible exception. If any 2018 accomplishment is entered with only a year and no month, it will be populated into the FEAS PTR CV. Faculty should update their information in FEAS first and download the FEAS PTR Report. Then the faculty member should edit the downloaded document to remove accomplishments from Spring and Summer 2018 to more closely match the PTR five-year review timeframe. *NOTE: Please make these edits only in your downloaded FEAS PTR Report and not in FEAS itself.*

Chairs/School Directors and Deans
Which annual evaluations should I include in faculty members' materials?
Annual evaluation reports should be included by the department chair, school director or deans of colleges without departments from:

- Calendar Year 2018
- Calendar Year 2019
- Calendar Year 2020
- Calendar Year 2021
- Calendar Year 2022

If I am required to participate in the 2023-2024 PTR cycle, may I postpone going through the PTR process?
To request a one-year postponement, faculty members must submit a postponement request form by the specified deadline.

What materials will faculty members submit as part of the Post-Tenure Review process?
The FEAS Post-Tenure Review Report generates information about each faculty member's accomplishments during the review period. Faculty members write a one-page summary of their accomplishments and may also provide additional evidence of their performance (three-page limit). See PTR Coversheets.

When must I submit my materials to my department chair/school director?
You will submit your materials in the Fall semester prior to the PTR. For example, for this year's PTR cohort, faculty will submit their materials in Fall 2023 or early Spring 2024. Each college will set department and college deadlines. Contact your department chair/school director or dean's office.

What are the various stages of the Post-Tenure Review process?
See the PTR Coversheets, the FSU-4.073 Regulation, and the draft FSU Post-Tenure Review Policy.

What are the rating outcomes that could result from the PTR process?
The Performance Rating Scale that universities are required to use is:

- Exceeds Expectations: a clear and significant level of accomplishment beyond the average performance of faculty across the faculty member's discipline and unit.

- Meets Expectations: expected level of accomplishment compared to faculty across the faculty member's discipline and unit.
- Does Not Meet Expectations: performance falls below the normal range of annual variation in performance compared to faculty across the faculty member's discipline and unit but is capable of improvement.
- Unsatisfactory: failure to meet expectations that reflect disregard for or failure to follow previous advice or other efforts to provide correction or assistance, or performance that involves incompetence or misconduct, as defined by applicable university regulation and policies.

What can happen as the result of the PTR process?

Faculty members with ratings of Exceeds Expectations or Meets Expectations will receive a monetary reward that may consist of a salary increase, one-time bonus, or both. Those receiving a rating of Does Not Meet Expectations will be placed on a Performance Improvement Plan (PIP). Any faculty member who receives a rating of Unsatisfactory will receive notice of proposed termination.