

Promotion, Tenure, & Post-tenure review Taskforce
Meeting notes 10/31/23

Attendance: Dr. Michelle Taylor, Dr. Terene Stiltner, Dr. Darrell Thompson, Dr. Amanda Matoushek, Dr. Shelia Sargent-Martin, Dr. Joe Beckett

Dr. Matoushek gave a brief summary of the BOG Academic sub-committee meeting from 10/26 at 3pm.

Discusses findings from peer institutions in that almost all conduct annual evaluations, 70% do not use post-tenure evaluations, and those that do are on a 5 or 6 year cycle. The taskforce would like to suggest policy changes based on this research.

Need to remove anything punitive from BSU policies.

Recommend only conducting post-tenure review after 2 unsuccessful annual evals.

Dean's Council is working on annual evals to make them more quantifiable/objective and to include evidence. If this is accomplished there may be no need for post-tenure reviews.

Written justification should be required from all levels of evaluation. Rubrics should be attached and should be the basis of any improvement plans. What is the threshold for requiring an improvement plan? (maybe keep policy language of unsatisfactory on more than 3 areas).

There should be an opportunity to appeal the recommendations/decisions at each level (similar to what is in P&T procedure).

Remove redundancies – no transcripts or contracts, only most recent version of each course syllabus

Look into using Moodle, LiveText, Weebly, or other digital means for creation and submission of portfolios

Consider moving portfolio due date to Fall or maybe early January – put this on the next agenda

How do we handle a FA vote on post-tenure issues when majority of FA are not tenured/tenure-track?

Need a measurable, quantifiable rubric – we will discuss this in a meeting with Sarita. Dr. Taylor will coordinate the meeting time/date with Sarita.