COEHS POST-TENURE REVIEW GUIDELINES
(Adapted from VSU Faculty Evaluation Model—see Academic Affairs web page.)

Tenure protects academic freedom; it is granted only after a rigorous review of an individual’s teaching
and instruction, professional growth and productivity, and college and community service. The tenured
faculty member becomes a leader of the university community by providing direction, expertise, and
stability to the university’s academic programs. Tenured faculty members must maintain a level of
professional competence that serves as a model for all faculty members and for members of the
professional community. According to Board of Regents' policy, this competence must be evaluated
periodically throughout each faculty member’s career.

This post-tenure review provides an opportunity to assess faculty development goals and achievements
and provides assistance to faculty in ensuring continuous intellectual and professional growth. The post-tenure review is distinguished from the annual review in that it requires faculty and administrators to
assess achievements and goals over a longer term. It also merges the faculty and administration into a
unit dedicated to expanding and strengthening the overall quality of education at VSU by encouraging
highly motivated and professionally active tenured faculty.

The Process

The post-tenure review process should not place an onerous burden on faculty to document their
continuing competence, which is why the primary documentation submitted by faculty are the five most
recent annual evaluations and a current curriculum vitae.

The post-tenure review will be conducted by each department/unit’s Promotion and Tenure Committee.
The deadline for submission of material will be consistent with those established for VSU promotion and
tenure. This review should begin five years after the most recent promotion or personnel action (tenure)
and continue at five year intervals unless interrupted by a promotion, impending candidacy for
promotion within a year, or approved leave of absence. A statement will be added to each annual
contract stating the anticipated year for post-tenure review. Tenured faculty who hold administrative
positions above department head will be reviewed five years after returning to a full-time teaching
appointment. The review process for department heads will be the same as for faculty except the report
from the review committee will be submitted to the dean of that college.

Documentation Requirements

The post-tenure review should address accomplishments in teaching, in advising and serving students, in
research/scholarly/creative activity, and in service. While a candidate should not be expected to prepare
additional materials solely for the purpose of the post-tenure review, faculty should provide
performance documentation as follows:
1. COEHS post-tenure cover sheet (available on the COEHS web page at
http://www.valdosta.edu/colleges/education/deans-office/tenure-and-promotion-guidelines.php
2. a current curriculum vitae
3. copies of annual evaluations for the years under consideration;
4. measures of teaching effectiveness including, but not limited to, written student ratings and/or
peer evaluations;

5. a self-assessment; and
6. other documentation faculty may choose to present.
Note: Individual departments may require additional documentation.
Review Criteria
Post-tenure review documents are reviewed by the Department T&P Committee, Department Head, and
Dean and the results are reported to the Provost.
Generally, faculty with three or more satisfactory annual evaluations with at least two of these within
the three years prior to the review will be considered as candidates for reward and recognition by the
department/unit’s Promotion and Tenure Committee. Faculty who have two or more unsatisfactory
annual evaluations with at least one of these within the three years prior to the review will be
considered as candidates for remediation. Faculty whose annual evaluations are between these
extremes will be provided with information concerning their areas of strength as well as those areas
which they should consider for continued development.
Additional information concerning Post