

Department of Dance

Performance Evaluation of Tenured Faculty (PETF)

Post Tenure Review, Standards and Process

Revised November 21, 2022

The Department of Dance aligns its policies for performance evaluation of tenured faculty with Academic Policy 980204. All tenured faculty member will undergo a performance evaluation every five (5) years, with the “goal to improve faculty performance without infringing upon academic freedom.” Also referred to as post-tenure review, the PETF serves to ensure that faculty sustain excellence in the areas of teaching, research and service throughout their academic careers. The PETF is not a re-tenure process. Standards for teaching, research, and service specific to Dance are detailed in the Department of Dance’s *Tenure and Promotion Standards* document. As detailed in that document, faculty are expected to have consistently maintained: a minimum average 3.2 score in teaching evaluation, with continued record of chairing and serving on thesis committees; at least 2 substantial and documented research activities each year; and a consistent, robust record of service to the department, college, university, profession and community. Leadership positions and activities in one or more of these areas should be evident.

Faculty scheduled for post-tenure review will be notified by the Chair in writing by October 1. Those faculty will submit their full FES records for the five (5) most recent years. Accompanying narratives should summarize and contextualize the trajectory of the faculty’s teaching, research, and service activities over the review period. A current curriculum vitae is included in the portfolio. The faculty member is responsible for uploading all documents into the online management system in place at that time.

The DPTAC will conduct the post-tenure review. The committee will prepare and submit a report detailing their professional assessment of the faculty member’s performance in the areas of teaching, research, and service. This comprehensive performance evaluation will identify and commend accomplishments, address potential shortfalls, and provide suggestions to promote future excellence. The DPTAC chair will call for a vote by anonymous ballot. A majority vote of approval determines that the faculty member meets or exceeds the established criteria. The DPTAC chair notifies the faculty member in writing that they have satisfied the review and no further action will be required. The Chair, Dean, and Provost will receive a copy of the DPTAC document.

If the majority of DPTAC members find the faculty member has not met the PETF performance standards, a Plan for Assisted Faculty Development will be undertaken. Department of Dance follows the provisions specified in Academic Policy 98024 5.01-7.

