PROPOSED IMPLEMENTATION: POST TENURE REVIEW (motion forthcoming)

Your name/e-address  

Senators & Ex Officio members

Because discussion time is limited, please write your questions, comments, & suggestions to the Ad hoc Post Tenure Review committee

QUESTIONS/COMMENTS – IMPLEMENTATION (straw poll)

Eligibility All tenured faculty in 5 cohorts based on years in rank in order of full, associate, and assistant professors.
20% tenured faculty reviewed each year = 80-90 reviews (with opt outs & quits)
Year One: Prioritize long-serving full professors to address salary inversion and compression which most impact long-serving full professors.

Deferral/expedited review for special circumstances (leave, illness, return from assignment, etc)

Opt Out for faculty members who announce retirement within 2-3 years

Timeline If new post tenure review process is approved Jan 2015; in Winter term, departments must amend P&T Guidelines & get OAA approval in order in to do post-tenure reviews in Spring 15 for performance pay/PDP to begin in Fall 2015. Do you think it is doable by your department?

Milk, well done
PROPOSED PROCESS FOR POST TENURE REVIEW (discussed today)

Faculty Senate December 1, 2014
Post-Tenure Review – Comment Sheet

Your name/e-address: David Maier maier@cs.pdx.edu
Senators & Ex Offico members
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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

It seems like the assumed default on performance salary increase on satisfactory review is 4% (or whatever the current contract says). An alternative would be to have increases be a fixed $ amount to each person.
PROPOSED IMPLEMENTATION: POST TENURE REVIEW (motion forthcoming)

Your name/e-address: David Majer - majer@cs.pdx.edu
Senators & Ex-Officio members
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QUESTIONS/COMMENTS – IMPLEMENTATION (straw poll)

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Hard to tell - we don't know what whether the pool will be the same size or other years.

Deferral/expedited review for special circumstances (leave, illness, return from assignment, etc)

Opt Out for faculty members who announce retirement within 2-3 years

I think the opt out should only be if the faculty member has officially tendered resignation.

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It would be difficult on this time scale, especially as it is the first pass.
PROPOSED PROCESS FOR POST TENURE REVIEW (discussed today)

Faculty Senate
Post-Tenure Review – Comment Sheet

December 1, 2014

Your name/e-address: Jennifer Perlmutter

Senators & Ex Officio members

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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

Who can serve on review committee if person to be reviewed is chair?

Who is the next level of review if the faculty member reviewed is chair?

How is scholarly agenda different from narrative? Should be collapsed into one, as done for promotion process.

VI. B.7 - typo (sentence structure)

VII. A.1. Is PDP req'd or available?

How will funding be determined? Is it possible that someone w/ unsatisfactory review receive more than someone w/ satisfactory?
PROPOSED IMPLEMENTATION: POST TENURE REVIEW (motion forthcoming)

Your name/e-address ____________________________

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Opt Out for faculty members who announce retirement within 2-3 years

Timeline  If new post tenure review process is approved Jan 2015; in Winter term, departments must amend P&T Guidelines & get OAA approval in order in to do post-tenure reviews in Spring 15 for performance pay/PDP to begin in Fall 2015. Do you think it is doable by your department?
PROPOSED PROCESS FOR POST TENURE REVIEW (discussed today)

Faculty Senate
Post-Tenure Review – Comment Sheet

December 1, 2014

Your name/e-address: Lynne Messer / lynne.messer.potsdam.edu

Senators & Ex Officio members
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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

What are consequences of unsatisfactory review following professional development plan?
PROPOSED IMPLEMENTATION: POST TENURE REVIEW (motion forthcoming)

Your name/e-address: Lisa Zuck, zucklepdx.edu
Senators & Ex Officio members
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QUESTIONS/COMMENTS – IMPLEMENTATION (straw poll)

Eligibility: All tenured faculty in 5 cohorts based on years in rank in order of full, associate, and assistant professors. 20% tenured faculty reviewed each year = 80-90 reviews (with opt outs & quits)
Year One: Prioritize long-serving full professors to address salary inversion and compression which most impact long-serving full professors.

Maybe Assoc Prof – why have they not progressed to full rank? Maybe useful...
Do all ranks - otherwise most full profs will be on committee!

Deferral/expedited review for special circumstances (leave, illness, return from assignment, etc)

Opt Out for faculty members who announce retirement within 2-3 years

Timeline: If new post tenure review process is approved Jan 2015; in Winter term, departments must amend P&T Guidelines & get OAA approval in order to do post-tenure reviews in Spring 15 for performance pay/PDP to begin in Fall 2015. Do you think it is doable by your department?

No - this is a lot of (additional) work with a very short timeline!
PROPOSED IMPLEMENTATION: POST TENURE REVIEW (motion forthcoming)

Your name/e-address: Madeleine Curranowski-Josue, jessie.josue@cebece.pdx.edu
Senators & Ex Officio members
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QUESTIONS/COMMENTS – IMPLEMENTATION (straw poll)

Eligibility: All tenured faculty in 5 cohorts based on years in rank in order of full, associate, and assistant professors.
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Year One: Prioritize long-serving full professors to address salary inversion and compression which most impact long-serving full professors.

Support prioritizing to start with long-serving PFP.
4% increase for satisfactory performance should be reviewed. Different % should be discussed.

Deferral/expedited review for special circumstances (leave, illness, return from assignment, etc)
Possibility of deferred and expedited reviews should be included.

Opt Out for faculty members who announce retirement within 2-3 years
Support Opt out option.

Timeline: If new post tenure review process is approved Jan 2015; in Winter term, departments must amend P&T Guidelines & get OAA approval in order to do post-tenure reviews in Spring 15 for performance pay/PDP to begin in Fall 2015. Do you think it is doable by your department?

The department has P&T Guidelines amended with post tenure review process. Has been approved this fall. But it still looks like a lot of work for faculty, those on review committees and those being reviewed, and there might be the same people.
PROPOSED PROCESS FOR POST TENURE REVIEW (discussed today)

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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

- I think all members should be chosen by a faculty member and one by the faculty.

- For department chairs and other people on administrative appointments, committee members should be allowed to be from the department or of the reviewed faculty.

- Why people on administrative appointment need to go through that process? I believe they are considered for raises are related to their administrative duties.
PROPOSED PROCESS FOR POST TENURE REVIEW (discussed today)

Faculty Senate
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Your name/e-address: Tucker Childs

Senators & Ex Offico members
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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

- Wasn't clear to me that proposal meets standards of sanctioning institution (NWCCU)
- How standardized if left up to individual depts?
- Is it simply reactive? How can we use satisfying the NWCCU demand to move forward? What's the strategy? Faculty pay raise just a carrot?
- How much buy-in does the plan have to get from the Provost?
PROPOSED PROCESS FOR POST TENURE REVIEW (discussed today)

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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

If a faculty member applies for full professor but is denied are they not eligible to undergo post tenure review in the following year?
PROPOSED PROCESS FOR POST TENURE REVIEW (discussed today)

Faculty Senate
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December 1, 2014

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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

See previous side -

I'm not sure why
the decision to make it restricted to
full was made, especially
since there is no
保障 of the 4%
in subsequent years.
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Your name/e-address

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Year One: Prioritize long-serving full professors to address salary inversion and compression which most impact long-serving full professors.

I think that all professors should be included. While associates have the option for promotion, it’s often a complex matter that
Deferral/expedited review for special circumstances (leave, illness, return from assignment, etc)

Yes I support this.

Opt Out for faculty members who announce retirement within 2-3 years

Yes

Timeline If new post tenure review process is approved Jan 2015; in Winter term, departments must amend P&T Guidelines & get OAA approval in order in to do post-tenure reviews in Spring 15 for performance pay/PDP to begin in Fall 2015. Do you think it is doable by your department?

Yes

As minority professors & female professors are often tasked to take on a larger service role and research is crucial for promotion, excluding associates will differentially hurt female minority associate professors.
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COMMENTS - PROCESS FOR POST TENURE REVIEW (discussed today)

How will faculty review be staggered? 

Why not have 1 chosen by faculty member
I elected by faculty of dept to provide
Inter-consistency across reviews (serves on all PTR for that dept that yr)
I chosen by chair