Following Senate approval and mutual agreement by OAA and AAUP-PSU, the PSU Faculty Senate recommends the following for the implementation of the planned Post-Tenure Review process:

1. Eligibility
All current PSU tenured faculty, including department chairs, shall be reviewed for Post-Tenure Review during the 5-year period beginning in AY 2014-2015.

OAA shall create a list of all current PSU tenured faculty, ordered by the date of last successful review for tenure or promotion.

A fifth of all eligible tenured faculty will be reviewed in each of the first five years, in order of the year of last review for tenure, promotion, or post-tenure.

2. Opt Out
Faculty who are within 2 years of retirement and submit their intention to retire in writing to the Dean shall be allowed to opt out of Post-Tenure Review.

As individual faculty in a quintile opt out, an equal number of faculty will be moved from the immediately following quintile into that quintile.

3. Deferral
With agreement from the Dean, faculty are allowed to defer Post-Tenure Review for sabbatical, personal circumstances, such as illness, injury, pregnancy, adoption, or eldercare, and when returning from special assignments on- or off-campus, such as field research or professional or administrative positions.

As faculty in a quintile are deferred, an equal number of faculty will be moved from the immediately following quintile into that quintile.

4. Funding Of Post Tenure Review Salary Increases
Senate recommends that a faculty member whose post-tenure review finds that s/he meets standards shall receive a post-tenure salary increase equivalent to the percentage of salary set aside for post-tenure salary increases in Article 30 Section 6 Post-Tenure Review Salary Increases, currently 4% in the AAUP-PSU CBA 2013-2015.

5. Funding Of PDP
A faculty member whose post tenure review finds that s/he does not meet standards must develop a Professional Development Plan in consultation with her/his department chair.* When required by the PDP, funds should be provided for support of agreed-upon activities in each year of the PDP.

Senate recommends that funds for support of PDPs shall be drawn from a designated PDP fund for those faculty whose post tenure review finds that s/he does not meet standards, equivalent to the percentage of salary set aside for their post-tenure salary
increases in Article 30 Section 6 Post-Tenure Review Salary Increases, currently 4% in the AAUP-PSU CBA 2013-2015.

Senate recommends that any unexpended funds shall be reserved to cover the cost of Professional Development Plans in future years.

6. Training for developing and administering PDPs
OAA and AAUP shall jointly design and implement training for Deans, Chairs, and Directors and tenured faculty for developing and administering PDPs.

7. Assessment
Faculty Senate shall convene an ad hoc committee including members from OAA and AAUP-PSU to assess the post tenure review process after the 2nd year of the review process and to make a report to Senate that calls, if needed, for changes in the post tenure review process.

END
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