

VIRGINIA STATE UNIVERSITY

Section:	Board of Visitors
Policy Number:	102
Procedure Name:	Post-Tenure/Continuing Contract Review
Applicability:	Tenured and Non-Tenured Faculty Members
Effective Date:	November 15, 1996
Review Date:	Replaces "Post-Tenure/Continuing Contract Review" issued on November 15, 1996
Revision Date:	September 1, 1999

All faculty in every category (including tenured and nontenured) are **evaluated annually**. These annual reviews are considered to be one element of the University's post-tenure review/continuing contract review process affecting all tenured faculty. The major appraisal areas include: **teaching, advisement, scholarly activities, research and professional service**, as appropriate. The primary purpose of the evaluation is for professional development and continuous improvement in teaching and scholarly productivity, research and service. The department chair or director makes an assessment of the faculty member's overall performance. The performance is rated as **outstanding, noteworthy, satisfactory or unsatisfactory**.

Failure to meet the established University's performance criteria will result in an overall rating of unsatisfactory. Tenured/Continuing contract faculty receiving an **unsatisfactory rating** will be subject to the post-tenure review process, which will be approved by the Board of Visitors. This process may result in dismissal for cause, as set forth in the Faculty Handbook, Section 2.13. Such faculty are required to develop a one-year Faculty Development Plan in collaboration with the department chair or director and dean. A copy of the plan is submitted to the Provost. The purpose of the Faculty Development Plan is the alleviation of problems noted by the department chair or director and dean. Support mechanisms are established to assist the faculty member throughout the one-year Faculty Development Plan.

APPROVED BY: Board of Visitors

DATE: November 15, 1996

