



POST-TENURE REVIEW OPEN FORUM (8/21)

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PROGRESS WE'VE MADE

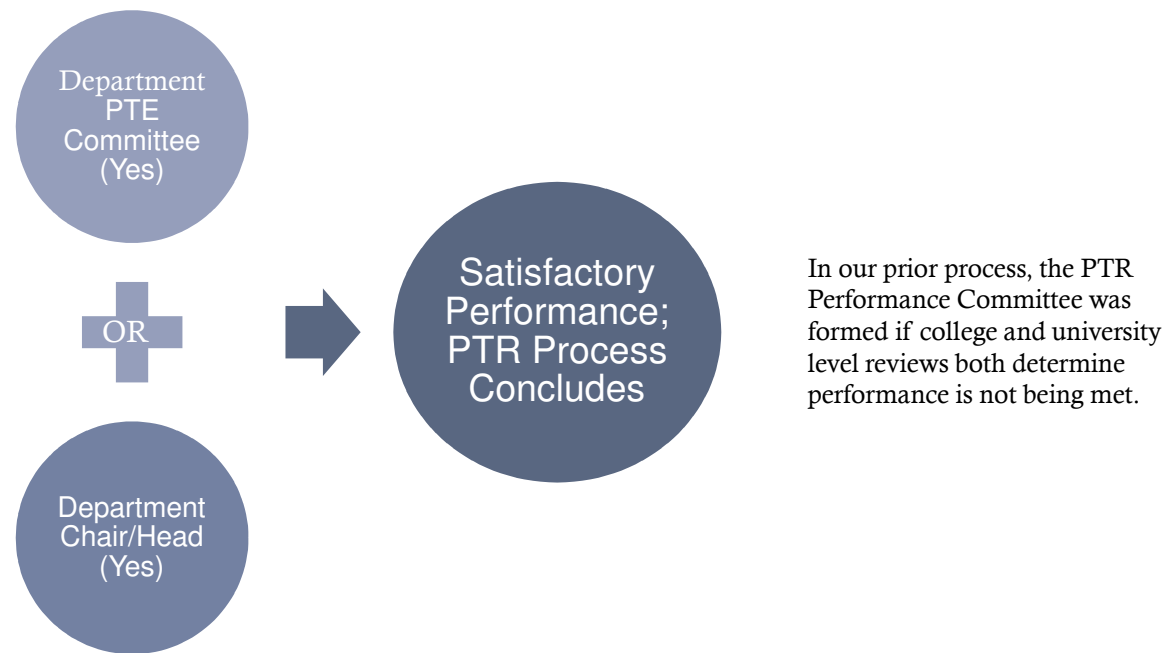
We are on track to start our first round of PTR next spring

100% of units with tenured faculty have submitted their post-tenure review policies

26 (65%) are approved and ready for use in Spring 2026

14 (35%) are working on revisions, with projected timelines of approval in early fall

PROCESS WE PREVIOUSLY DEVELOPED



In our prior process, the PTR Performance Committee was formed if college and university level reviews both determine performance is not being met.

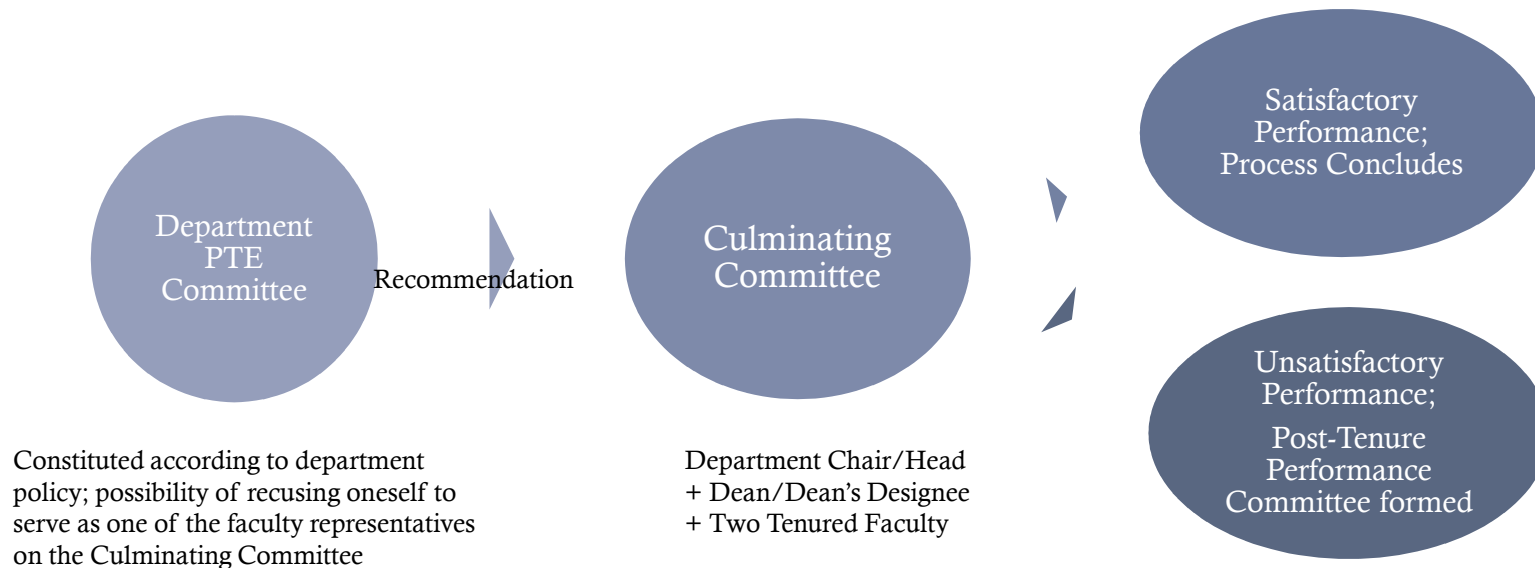
- c. Establishes a procedure for post-tenure evaluations, which must be informed by the annual evaluations under subdivision b and conducted by a committee appointed by the president of the institution or the designee of the president. The first post-tenure evaluation must be completed within three years. Subsequent post-tenure evaluations must be completed at least every five years or more frequently.
- d. Provides the composition of a **culminating post-tenure evaluation committee** must include the administrative supervisor of the faculty member being evaluated, at least one ranking administrator, and tenured faculty comprising no less than one-third and no more than one-half of the committee.
- e. Defines the outcome of an unsatisfactory review of post-tenured faculty, which may be removal from the position. The decision to remove faculty from a position must be made by the employing institution and the state board of higher education.

ND HOUSE BILL 1437

REQUIREMENTS FOR NDUS PTE

POLICIES

ADDING THE CULMINATING COMMITTEE TO OUR PTE PROCESSES



4.8.3 Department-/Unit-Level Evaluation

The Department/unit PTE Committee and the Department/Unit Chair/Head shall separately and independently review and evaluate the candidate's portfolio, preparing a written report and an evaluation of the faculty member's performance in the areas of teaching, research and creative activities, and service since their last post-tenure review.

The evaluation of the faculty member's performance during the period under review shall be based upon the current criteria of the faculty member's college and department/unit, and shall include either a "satisfactory" or "unsatisfactory" evaluation.

4.8.3.1 Satisfactory Result

If either the Department/Unit PTE Committee or the Department/Unit Chair/Head provides a "satisfactory" review, the post-tenure review is concluded. A copy of the post-tenure reviews are retained by the chair and the faculty member. A copy shall also be sent to the Dean.

4.8.3.2 Unsatisfactory Result

If both the Department/Unit PTE Committee and the Department/Unit Chair/Head provides an "unsatisfactory" evaluation, the faculty member shall sign the review to acknowledge that the document has been reviewed. The faculty member has 14 calendar days to submit a formal written response to the post-tenure review and the response will be included in the post-tenure review document for subsequent evaluation. The response should be addressed to the Dean. The post-tenure review document is then forwarded to the Dean for evaluation by the College.

UPDATING POLICY 352

Anticipated changes include:

Removing Chair/Head from Department-Level Review if they are now serving on the Culminating Committee

Updating the Process to incorporate the Culminating Committee

ACCOUNTING FOR EXTENUATING CIRCUMSTANCES

We need to account for extenuating circumstances that impact faculty's ability to meet post-tenure review criteria.

Chairs & Heads will add an addendum to that year's workload agreement to document reduction or alteration of expectation.

REQUIRED UPDATES & RECOMMENDED LANGUAGE FOR ~~DEPARTMENTS~~

- Departments will need to *remove* any language that conflicts with HB1437 or our approach to accounting for extenuating circumstances (old process, language regarding extensions)
- To align and future-proof your department policy with changes to Policy 352's description of the PTR process, you can state:

The post-tenure review process follows the procedures outlined in Policy 352 Section 4.8 and the timeline provided by the Provost's Office.

POST-TENURE REVIEW PORTFOLIO

Annual reviews

Faculty activity reports

Position descriptions

Current curriculum vitae

Statement of context and accomplishments (up to three pages)

Any other documents required by your academic unit in its PTR policy

(All elements should cover the three- or five-year period under review)

UPCOMING FACULTY SUPPORT SESSIONS

**Information Session for
Faculty Submitting PTR
Portfolios in Spring 2026**

**1:00 PM – 2:30 PM
Wednesday, February 5
Location TBD**

**9:30 – 10:30 am
Thursday, January 15
via Zoom**

**PTR Reviewer
Training Session**

Q&A



4.8.4 Culminating Committee

4.8.4.1 The Culminating Committee shall be composed of the faculty member's Department/Unit Chair/Head, their ranking administrator (their College Dean or Dean's designee), and two tenured faculty members approved by the President. Those who have voted on the post-tenure review of the faculty member at the department level are not eligible to serve on their Culminating Committee.

4.8.4.2 The Department/Unit PTE Committee shall nominate a tenured faculty member to serve as their faculty representative on the Culminating Committee. The College PTE Committee likewise shall nominate a tenured faculty member to serve as their faculty representative on the Culminating Committee. The nominations for the Culminating Committee will be forwarded based upon the procedures outlined by the Provost's Office. The President will review and approve all Culminating Committee members before the start of post-tenure reviews for that academic year.

4.8.4 Culminating Committee

4.8.4.3 The evaluation of the faculty member's performance by the Culminating Committee during the period under review shall be based upon the current criteria of the faculty member's Department/Unit, and shall include either a 'satisfactory' or 'unsatisfactory' evaluation.

4.8.4.4 If a majority of the Culminating Committee determines that the faculty member's performance is unsatisfactory, this triggers the formation of a Post-Tenure Performance Committee. Otherwise, the post-tenure review is concluded.

4.8.4.5 The faculty member has 14 calendar days to submit a formal written response to an unsatisfactory determination by the Culminating Committee, and the response will be included in the post-tenure review document for consideration by the Post-Tenure Performance Committee.
