

Proposed Revisions to the *Palmetto College Campuses Faculty Manual*
 Palmetto College Campuses Faculty Senate
 University of South Carolina

Brief Title of Proposed Change	Clarifying the Process of Post Tenure Review
Committee Proposing Revision	Rights and Responsibilities Committee
Date of Presentation to Senate	April 14, 2023
Senate Approval Date	September 8, 2023

Rationale for Proposed Revisions

- Clarifying the process of post tenure review.

Summary of Proposed Revisions

- Update bullet point 4 under the Post Tenure Review Section on pages 16 - 17 to clarify the post tenure review process.

Section and page numbers of the current *Manual* for proposed revisions

Current	Proposed
<p>Post Tenure Review, pages 16 -17</p> <p>1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the Palmetto College Campuses Faculty Manual.</p> <p>2. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member.</p> <p>3. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process is suspended throughout the duration of their administrative appointment. Upon return to</p>	<p>Post Tenure Review, pages 16 -17</p> <p>1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the Palmetto College Campuses Faculty Manual.</p> <p>2. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member.</p> <p>3. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process is suspended throughout the duration of their administrative appointment. Upon return to</p>

full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect.

4. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's department or division. (Though post tenure review is based on criteria established for tenure and promotion, the process of evaluation need only establish satisfactory or unsatisfactory levels of performance and NOT the "highly effective" record as required for promotion to higher academic ranks.)

5. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for implementation of such plans.

6. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the Palmetto College Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.

full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect.

4. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review of the previous six years of work: the criteria for tenure and promotion will be used as a basis for this review. The file will be submitted to and reviewed by the local tenure and promotion committee. The file is not subject to external review (PCCTP-14) and the faculty member is not required to include the compiler's summary of teaching evaluations (PCCTP-13) unless they choose to. The "highly effective" record as listed in the *Palmetto College Campuses Faculty Manual* on pages 8 - 11 is not required for this review. The results of this review will be provided to the faculty member and forwarded to the local campus dean.

5. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for implementation of such plans.

6. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the Palmetto College Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.