

EMPLOYEE PERFORMANCE EVALUATION: POST-TENURE PERFORMANCE REVIEW

SECTION ONE: PURPOSE AND ALIGNMENT OF POLICY

- 1.01** Purpose: The purpose of post-tenure review is to determine levels of performance efficiently, equitably, and in conformity with post-tenure rights.
- 1.02** Alignment: This regulation aligns with standards 5.5 and 6.3 set forth by SACSCOC regarding the appointment, employment, and regular evaluation of faculty and non-faculty personnel.

SECTION TWO: POST-TENURE PERFORMANCE REVIEW PROCEDURE

- 2.01** The College evaluates all faculty members pursuant to College policy Local DLA.
- 2.02** Each School Dean will submit the performance reviews for tenured faculty members to the VPAA for final evaluation.
- 2.03** The School Dean and the Vice President of Academic Affairs shall determine if a tenured faculty member is performing consistently at an acceptable, professional level as a component of each performance evaluation.
- 2.04** If the Dean and/or VPAA identify any performance deficiencies, the Dean shall describe the deficiencies in writing to the faculty member and attach the documentation to the performance review documentation.

- 2.05** The Dean will collaborate with the faculty member to develop a written performance improvement plan and provide a reasonable timeline for the accomplishment of performance improvements.
- 2.06** All completed reviews and performance improvement plans will be stored in the Human Resources office.

The Vice President of Academic Affairs is responsible for reviewing and updating this policy. Policy reviews are made in accordance with the Office of Institutional Effectiveness Policy Tracking document.