

POST TENURE REVIEW POLICY¹
College of Sciences
San Diego State University

Effective Date: May 20, 2008

[LINK: University Policy File](#)

[LINK: Collective Bargaining Agreement \(CFA, Unit 3\)](#)

- 1.0 Post-tenure Review
 - 1.1 Tenured professors who are not subject to performance review for promotion shall undergo a post-tenure review at least every five years in accordance with the University Policy File and the Collective Bargaining Agreement.
 - 1.2 Review shall be based on criteria upon which tenure was granted.
 - 1.21 Teaching (including student evaluations)
 - 1.22 Maintenance of a focused and productive research program
 - 1.23 Service to the University
 - 1.3 The review shall be conducted by a departmental peer review committee (ordinarily the departmental RTP committee), and by the department chair.
 - 1.31 The departmental committee and the department chair shall submit independent letter reports to the College Dean (or designee) including brief but substantive examples of accomplishments within the three review categories specified within the College RTP Policy (2.0, Criteria for Promotion)
 - 1.32 The College Dean (or designee) shall review the tenured faculty member based on the report submitted by the department committee.
 - 1.33 Tenured faculty shall be provided with copies of the reports by the departmental peer review committee and the department chair including comments (if any) made by the College Dean (or designee). Copies of the reports and comments shall be placed in the faculty member's PAF
 - 1.34 The peer review committee chair, department chair or college dean shall meet with the tenured faculty member to discuss strengths and weaknesses and to offer suggestions for improvement.
 - 1.4 Post-tenure review reports may be used by the department chair and college dean as bases for adjusting the category(s) and amount of tenured faculty WTUs assigned to non-teaching activities or reimbursed from grants and/or contracts. The reports may also be used as criteria for recommending salary increases.

¹ The governing document for these procedures is the "Faculty" division of the University Policy File and the Collective Bargaining Agreement (CFA, Unit 3).

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