

**U.T. System Academic Institutions
2011-12 Post-Tenure Review Report**

During Fiscal Year 2012, 443 tenured faculty members at the nine academic institutions with tenured faculty were subject to post-tenure review. Four hundred and seventeen (426) of these (or 96.2%) were evaluated as Performing Satisfactorily; ten (or 2.3%) received Needs Additional Support or Marginal evaluations; and seven (or 1.6%) received Unsatisfactory evaluations.

The following summary tables provide additional details of the post-tenure review results for academic year 2011-12.

Summary of Post-Tenure Review Results

	Total Actually Reviewed	Total Performing Satisfactorily	Total Needs Additional Support or Marginal	Total Unsatisfactory	Decided to Retire Before Review
UT-Arlington	50	46	4	0	0
UT-Austin	191	190	0	1	0
UT-Brownsville	10	7	1	2	0
UT-Dallas	29	29	0	0	0
UT-El Paso	34	32	1	1	0
UT-Pan American	42	38	4	0	0
UT-Permian Basin	5	5	0	0	0
UT-San Antonio	73	70	0	3	4
UT-Tyler	9	9	0	0	0
Total	443	426	10	7	4
		96.2%	2.3%	1.6%	

Post-Tenure Review Results by Gender

	Actually Reviewed		Performing Satisfactorily		Needs Additional Support or Marginal		Unsatisfactory		Decided to Retire Before Review	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
UT-Arlington	40	10	37	9	3	1	0	0	0	0
UT-Austin	140	51	140	50	0	0	0	1	0	0
UT-Brownsville	8	2	5	2	1	0	2	0	0	0
UT-Dallas	22	7	22	7	0	0	0	0	0	0
UT-El Paso	27	7	25	7	1	0	1	0	0	0
UT-Pan American	36	6	32	6	4	0	0	0	0	0
UT-Permian Basin	4	1	4	1	0	0	0	0	0	0
UT-San Antonio	52	21	49	21	0	0	3	0	4	0
UT-Tyler	8	1	8	1	0	0	0	0	0	0
Total	337	106	322	104	9	1	6	1	4	0

Post-Tenure Review Results by Ethnicity

	Total Actually Reviewed					Performing Satisfactorily				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
UT-Arlington	34	2	5	9	0	30	2	5	9	0
UT-Austin	159	7	8	16	1	158	7	8	16	1
UT-Brownsville	7	1	1	1	0	5	1	0	1	0
UT-Dallas	19	1	1	8	0	19	1	1	8	0
UT-El Paso	23	0	8	2	1	22	0	7	2	1
UT-Pan American	24	3	9	3	3	22	1	9	3	3
UT-Permian Basin	5	0	0	0	0	5	0	0	0	0
UT-San Antonio	48	2	11	10	2	47	2	9	10	2
UT-Tyler	8	0	0	1	0	8	0	0	1	0
Total	327	16	43	50	7	316	14	39	50	7

	Needs Additional Support or Marginal					Unsatisfactory				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
UT-Arlington	4	0	0	0	0	0	0	0	0	0
UT-Austin	0	0	0	0	0	1	0	0	0	0
UT-Brownsville	1	0	0	0	0	1	0	1	0	0
UT-Dallas	0	0	0	0	0	0	0	0	0	0
UT-El Paso	1	0	0	0	0	0	0	1	0	0
UT-Pan American	2	2	0	0	0	0	0	0	0	0
UT-Permian Basin	0	0	0	0	0	0	0	0	0	0
UT-San Antonio	0	0	0	0	0	1	0	2	0	0
UT-Tyler	0	0	0	0	0	0	0	0	0	0
Total	8	2	0	0	0	3	0	4	0	0

FACULTY CHANGES PRIOR TO POST-TENURE REVIEW:

UT Arlington: Two faculty members retired prior to review.

UT Austin: Six faculty members retired prior to review.

UT Brownsville: One faculty member retired prior to review.

UT Pan American: One faculty member retired prior to review.

PRESENT STATUS OF EACH MARGINAL PERFORMANCE:

UT Arlington: All faculty evaluated as marginal were asked to work with their department chairs and deans to recalibrate their teaching and research workload to place more emphasis on teaching, which is their strength and source of greatest contribution to the University.

UT Brownsville: Associate Professor has been serving in a primarily non-teaching, administrative capacity since 2002. The Dean and the Associate Professor have agreed upon a professional development plan to create a research agenda that will keep the faculty member current in his teaching field. By fall 2014, he will be required to comply with the School of Business AQ Criteria, which includes at minimum five publications (3 peer-reviewed journals and 2 OICs). Mentorship by published faculty members to be provided if necessary.

UT El Paso: The professor is performing marginally. The Chair has been working with the faculty member to enhance service in department, and the Dean is working on increasing his preparation for online coursework through instructional materials and tutorials.

UT Pan American: Faculty members met with their respective Chairs and Deans regarding their corresponding areas of concern and to receive feedback regarding their professional performance. Each faculty member is expected to take action to make improvements in the areas identified as needing additional support and will be provided additional guidance

PRESENT STATUS OF EACH UNSATISFACTORY PERFORMANCE:

UT Austin: Academic deans have established faculty development support plans for all faculty receiving unsatisfactory post-tenure reviews.

UT Brownsville: Of the two unsatisfactory recommendations, both were part of a group of faculty which were subject to termination (reduction in force) due to separation of UTB and TSC. As 2012-2013 is their final year of service at UTB, no additional action was taken.

UT El Paso: Dean met with faculty member and chair, developed and implemented remediation plan. Re-evaluated in September 2012, found substantial progress on plan steps.

UT San Antonio: Full Professor #1 retired effective May 31, 2012. Full Professor #2 was placed on a faculty development plan. Associate Professor #1 was placed on a faculty development plan.

PLANS FOR EVALUATION DURING THE CURRENT YEAR, FY 2013:

UT Arlington: Confirmation with academic leadership that teaching loads have been adjusted.

UT Austin: All faculty scheduled for post-tenure review in 2012/13 will be evaluated and faculty development support plans for previous unsatisfactory reviews will be monitored.

UT Dallas: During the 2013-2014 cycle of periodic performance evaluation (PPE), The University of Texas at Dallas will continue to use the electronic file format for ease of evaluation and record retention. We anticipate that 37 faculty will be reviewed in the 2013-2014 PPE cycle.

UT El Paso: Dean will meet with chair and faculty member in January 2013 to review remediation progress.

UT Pan American: The Department Chair and the Dean will continue to monitor each faculty member and will assess their progress and will provide additional guidance as needed. A teaching effectiveness/professional achievement plan has been prepared for each faculty member and approved at the department & college level.

UT Permian Basin: Seven tenured faculty members are up for review during 2012-2013.

UT San Antonio: Full Professor #2 was placed on a faculty development plan and will be monitored by the department chair. His next post-tenure review will occur earlier than the normal six year cycle. The next review will be conducted in 2014-2015. Associate Professor #1 was placed on a faculty development plan and will be monitored by the department chair. As long as the faculty development plan is being followed and the associate professor meets college standards, the next post-tenure review will be conducted at the regularly scheduled date of 2017-2018.