

**U.T. System Academic Institutions
2012-13 Post-Tenure Review Report**

In accordance with *Texas Education Code* Section 51.942 and Regents' *Rules and Regulations*, Rule 31102, the following report on the Fiscal Year 2013 post-tenure review for the U. T. System academic institutions is provided by the Executive Vice Chancellor for Academic Affairs.

During Fiscal Year 2013, 465 tenured faculty members at the nine academic institutions with tenured faculty were subject to post-tenure review. Of the faculty members reviewed, 442 (or 95.1%) were evaluated as Meets or Exceeds Expectations; twenty (or 4.3%) Did Not Meet Expectations; and three (or 0.6%) received Unsatisfactory evaluations. Fifteen faculty members retired or resigned before their post-tenure reviews.

The following summary tables provide additional details of the post-tenure review results for academic year 2012-13.

Summary of Post-Tenure Review Results

	Total Actually Reviewed	Total Exceeding Expectations	Total Meets Expectations	Total Does Not Meet Expectations	Total Unsatisfactory	Decided to Retire or Resign Before Review
UT-Arlington	50	30	18	2	0	1
UT-Austin	247	80	153	12	2	13
UT-Brownsville	7	3	2	2	0	0
UT-Dallas	36	17	19	0	0	0
UT-El Paso	26	25	1	0	0	0
UT-Pan American	36	22	12	2	0	0
UT-Permian Basin	4	0	4	0	0	0
UT-San Antonio	49	0	46	2	1	1
UT-Tyler	10	7	3	0	0	0
Total	465	184	258	20	3	0
		39.6%	55.5%	4.3%	0.6%	

Post-Tenure Review Results by Gender

	Actually Reviewed		Exceeding Expectations		Meets Expectations		Does Not Meet Expectations		Unsatisfactory		Decided to Retire or Resign Before	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
UT-Arlington	44	6	25	5	17	1	2	0	0	0	1	0
UT-Austin	195	52	60	20	122	31	11	1	2	0	10	3
UT-Brownsville	3	4	1	2	1	1	1	1	0	0	0	0
UT-Dallas	29	7	15	2	14	5	0	0	0	0	0	0
UT-El Paso	20	6	19	6	1	0	0	0	0	0	0	0
UT-Pan American	26	10	15	7	10	2	1	1	0	0	0	0
UT-Permian Basin	4	0	0	0	4	0	0	0	0	0	0	0
UT-San Antonio	38	11	0	0	35	11	2	0	1	0	1	0
UT-Tyler	5	5	3	4	2	1	0	0	0	0	0	0
Total	364	101	138	46	206	52	17	3	3	0	12	3

Post-Tenure Review Results by Ethnicity

	Total Actually Reviewed					Exceeds Expectations				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
UT-Arlington	37	0	0	13	0	22	0	0	8	0
UT-Austin	212	7	9	19	0	66	2	3	9	0
UT-Brownsville	4	0	3	0	0	1	0	2	0	0
UT-Dallas	25	2	2	6	1	12	1	0	4	0
UT-El Paso	15	0	10	1	0	14	0	10	1	0
UT-Pan American	21	0	8	4	3	11	0	7	2	2
UT-Permian Basin	3	0	0	1	0	0	0	0	0	0
UT-San Antonio	31	4	5	9	0	0	0	0	0	0
UT-Tyler	9	0	0	1	0	6	0	0	1	0
Total	357	13	37	54	4	132	3	22	25	2

	Meets Expectations					Does Not Meet Expectations				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
UT-Arlington	14	0	0	4	0	1	0	0	1	0
UT-Austin	136	4	4	9	0	9	1	1	1	0
UT-Brownsville	2	0	0	0	0	1	0	1	0	0
UT-Dallas	13	1	2	2	1	0	0	0	0	0
UT-El Paso	1	0	0	0	0	0	0	0	0	0
UT-Pan American	9	0	0	2	1	1	0	1	0	0
UT-Permian Basin	3	0	0	1	0	0	0	0	0	0
UT-San Antonio	29	3	5	9	0	1	1	0	0	0
UT-Tyler	3	0	0	0	0	0	0	0	0	0
Total	210	8	11	27	2	13	2	3	2	0

	Unsatisfactory					Decided to Retire/Resign Before Review				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
UT-Arlington	0	0	0	0	0	0	0	0	1	0
UT-Austin	1	0	1	0	0	11	1	1	0	0
UT-Brownsville	0	0	0	0	0	0	0	0	0	0
UT-Dallas	0	0	0	0	0	0	0	0	0	0
UT-El Paso	0	0	0	0	0	0	0	0	0	0
UT-Pan American	0	0	0	0	0	0	0	0	0	0
UT-Permian Basin	0	0	0	0	0	0	0	0	0	0
UT-San Antonio	1	0	0	0	0	1	0	0	0	0
UT-Tyler	0	0	0	0	0	0	0	0	0	0
Total	2	0	1	0	0	12	1	1	1	0

PRESENT STATUS OF EACH PERFORMANCE THAT DOES NOT MEET EXPECTATIONS:

UT Arlington: For Professor, improvement plan presented, reviewed, and approved, but faculty member passed away. For Associate Professor, improvement plan received and reviewed by the Office of the Provost.

UT Austin: Department chairs and deans will monitor performance each year and provide feedback through the Annual Review process.

UT Brownsville: Both Associate Professors were granted three years to strengthen their performance, especially in the area of scholarship/publications. Each has worked with a committee consisting of the department chair and three faculty members to develop a professional development plan for improvement. Every full academic year, each will submit an updated portfolio that should demonstrate evidence of progress as outlined on the development plan. Each was notified that failure to meet the goals agreed upon can be cause for termination of tenure.

UT Pan American: Faculty members discussed the corresponding areas of concern with their Chair and Dean. They received feedback regarding their professional performance. Each faculty member is expected to take action on the weaknesses and issues identified by the Chair and/or Dean. A professional development plan was prepared for each faculty member.

UT San Antonio: Faculty member #1 was asked to meet with his Dean and Department Chair to review the post-tenure evaluation and outline a plan of action to strengthen his performance at UTSA. His next review will occur during the normal six year cycle (2018-2019). Faculty member #2 was asked to meet with his Dean and Department Chair to review the post-tenure evaluation and develop a research plan to strengthen his performance at UTSA. The faculty member was also asked to meet with the Dean on an annual basis to assess

PRESENT STATUS OF EACH UNSATISFACTORY PERFORMANCE:

UT Austin: Department chairs and deans have established faculty development support plans for the faculty members placed in the unsatisfactory review category. These will be monitored on an annual basis.

UT San Antonio: The Department Chair and Dean have developed a short-term faculty development plan which will be monitored by the Department Chair. The terms of the faculty development plan state that if the faculty member meets the expectations and actions outlined in the plan, the faculty member's next review will occur during the normal six year review cycle (2018-2019).

PLANS FOR EVALUATION DURING THE CURRENT YEAR, FY 2014:

UT Austin: All faculty scheduled for post-tenure review in the 2013-2014 academic year will be evaluated and faculty development support plans for previous unsatisfactory reviews will be monitored.

UT Dallas: During the FY 2014 cycle of periodic performance evaluation (PPE), The University of Texas at Dallas will use the electronic file format for ease of evaluation and record retention. We anticipate that 50 faculty will be reviewed in the FY 2014 PPE cycle.

UT Pan American: The Department Chair will continue to monitor each faculty member, will review their progress in the areas of concern, and will provide additional guidance as needed. A teaching effectiveness/professional development plan was prepared for each faculty member and approved at the department and college level.

UT San Antonio: The Department Chair and Dean have developed a short-term faculty development plan which will be monitored by the Department Chair. The terms of the faculty development plan state that if the faculty member meets the expectations and actions outlined in the plan, the faculty member's next review will occur during the normal six year review cycle (2018-2019).