

**U. T. System Academic Institutions  
Fiscal Year 2014 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 2014 post-tenure review for the U. T. System academic institutions is provided by the Executive Vice Chancellor for Academic Affairs.

During Fiscal Year 2014, 409 tenured faculty members at the nine academic institutions with tenured faculty were subject to post-tenure review. Of the faculty members reviewed, 395 (or 96.6%) were evaluated as Meets or Exceeds Expectations; fourteen (or 3.4%) Did Not Meet Expectations; and zero received Unsatisfactory evaluations. Sixteen 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 2013-14.

**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
U. T. Arlington	40	18	22	0	0	4
U. T. Austin	187	71	109	7	0	7
U. T. Brownsville	13	0	8	5	0	0
U. T. Dallas	43	11	32	0	0	0
U. T. El Paso	30	26	4	0	0	1
U. T. Pan American	39	27	11	1	0	3
U. T. Permian Basin	4	0	4	0	0	0
U. T. San Antonio	40	23	16	1	0	0
U. T. Tyler	13	7	6	0	0	1
<b>Total</b>	<b>409</b>	<b>183</b>	<b>212</b>	<b>14</b>	<b>0</b>	<b>16</b>
		44.7%	51.8%	3.4%	0.0%	

**Post-Tenure Review Results by Gender**

	Actually Reviewed		Exceeding Expectations		Meets Expectations		Does Not Meet Expectations		Unsatisfactory		Decided to Retire or Resign Before Review	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
U. T. Arlington	29	11	14	4	15	7	0	0	0	0	2	2
U. T. Austin	141	46	52	19	84	25	5	2	0	0	7	0
U. T. Brownsville	9	4	0	0	6	2	3	2	0	0	0	0
U. T. Dallas	38	5	7	4	31	1	0	0	0	0	0	0
U. T. El Paso	25	5	22	4	3	1	0	0	0	0	0	1
U. T. Pan American	27	12	17	10	10	1	0	1	0	0	3	0
U. T. Permian Basin	2	2	0	0	2	2	0	0	0	0	0	0
U. T. San Antonio	30	10	18	5	12	4	0	1	0	0	0	0
U. T. Tyler	9	4	4	3	5	1	0	0	0	0	0	1
<b>Total</b>	<b>310</b>	<b>99</b>	<b>134</b>	<b>49</b>	<b>168</b>	<b>44</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>4</b>

**Post-Tenure Review Results by Ethnicity**

	<b>Total Actually Reviewed</b>					<b>Exceeds Expectations</b>				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
U. T. Arlington	29	1	3	7	0	12	1	2	3	0
U. T. Austin	157	6	4	20	0	61	0	1	9	0
U. T. Brownsville	8	0	4	0	1	0	0	0	0	0
U. T. Dallas	32	0	1	10	0	9	0	0	2	0
U. T. El Paso	22	0	5	3	0	19	0	4	3	0
U. T. Pan American	16	2	9	7	5	12	2	5	4	4
U. T. Permian Basin	4	0	0	0	0	0	0	0	0	0
U. T. San Antonio	26	2	5	7	0	16	0	3	4	0
U. T. Tyler	10	0	0	3	0	7	0	0	0	0
<b>Total</b>	<b>304</b>	<b>11</b>	<b>31</b>	<b>57</b>	<b>6</b>	<b>136</b>	<b>3</b>	<b>15</b>	<b>25</b>	<b>4</b>

	<b>Meets Expectations</b>					<b>Does Not Meet Expectations</b>				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
U. T. Arlington	17	0	1	4	0	0	0	0	0	0
U. T. Austin	92	4	2	11	0	4	2	1	0	0
U. T. Brownsville	5	0	3	0	0	3	0	1	0	1
U. T. Dallas	23	0	1	8	0	0	0	0	0	0
U. T. El Paso	3	0	1	0	0	0	0	0	0	0
U. T. Pan American	4	0	4	3	0	0	0	0	0	1
U. T. Permian Basin	4	0	0	0	0	0	0	0	0	0
U. T. San Antonio	9	2	2	3	0	1	0	0	0	0
U. T. Tyler	3	0	0	3	0	0	0	0	0	0
<b>Total</b>	<b>160</b>	<b>6</b>	<b>14</b>	<b>32</b>	<b>0</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>

	Unsatisfactory					Decided to Retire/Resign Before Review				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
U. T. Arlington	0	0	0	0	0	3	1	0	0	0
U. T. Austin	0	0	0	0	0	6	1	0	0	0
U. T. Brownsville	0	0	0	0	0	0	0	0	0	0
U. T. Dallas	0	0	0	0	0	0	0	0	0	0
U. T. El Paso	0	0	0	0	0	1	0	0	0	0
U. T. Pan American	0	0	0	0	0	2	0	1	0	0
U. T. Permian Basin	0	0	0	0	0	0	0	0	0	0
U. T. San Antonio	0	0	0	0	0	0	0	0	0	0
U. T. Tyler	0	0	0	0	0	1	0	0	0	0
Total	0	0	0	0	0	13	2	1	0	0

**PRESENT STATUS OF EACH PERFORMANCE THAT DOES NOT MEET EXPECTATIONS:**

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

**U. T. Brownsville:** As part of the process of becoming part of U. T. Rio Grande Valley, U. T. Brownsville offered a voluntary separation incentive program to those faculty/staff who qualified. Both of the Professors and two of the Associate Professors reported as Not Meeting Expectations chose to accept the incentive and will be retiring effective May 31, 2015; no further action is required. The third Associate Professor in this category developed a professional development plan in conjunction with the Department Chair and Dean and has demonstrated sufficient improvement to now be considered as meeting expectations.

**U. T. Pan American:** The faculty member discussed with their Chair and Dean the corresponding areas of concern. She received feedback regarding her professional performance. She is expected to take action on the weaknesses and issues identified by the Chair and/or Dean. A professional development plan was prepared.

**U. T. San Antonio:** The Department Chair has recommended that the faculty member collaborate with a mentor to develop a growth plan focusing on publishing the research projects stated on the Curriculum Vita and in the Summary of Accomplishments. The Chair also recommends that the faculty member limit conference presentations to manuscripts that are in final draft in order to submit for publication. The Dean has requested to see a working plan to increase

**PLANS FOR EVALUATION DURING THE CURRENT YEAR, FY 2015:**

**U. T. Austin:** All faculty scheduled for post-tenure review in the 2014-2015 academic year will be evaluated and faculty development support plans for previous unsatisfactory reviews will be monitored.

**U. T. Dallas:** The University of Texas at Dallas anticipates that 49 faculty will be reviewed during the FY 2015 cycle of periodic performance evaluation.

**U. T. 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 below expectations, which was approved at the department and college level.

**U. T. San Antonio:** The faculty member is working with the department chair to develop a plan to strengthen research productivity. The Department Chair and Dean will monitor performance through the annual evaluation of faculty process.