

Post-Tenure Review Results by Ethnicity

	Total Actually Reviewed					Performing Satisfactorily				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
UT-Arlington	34	0	2	13	0	25	0	2	11	0
UT-Austin	158	3	10	8	3	152	3	9	8	3
UT-Brownsville	9	0	11	0	0	8	0	9	0	0
UT-Dallas	39	0	1	8	0	37	0	1	8	0
UT-El Paso	21	0	10	7	0	21	0	10	7	0
UT-Pan American	10	1	14	6	1	9	0	13	5	1
UT-Permian Basin	10	0	1	0	0	10	0	1	0	0
UT-San Antonio	22	0	2	5	2	18	0	1	5	2
UT-Tyler	17	0	0	0	0	16	0	0	0	0
Total	320	4	51	47	6	296	3	46	44	6

	Needs Additional Support or Marginal					Unsatisfactory				
	White	Black	Hispanic	Asian	Other	White	Black	Hispanic	Asian	Other
UT-Arlington	5	0	0	0	0	0	0	0	0	0
UT-Austin	0	0	0	0	0	6	0	1	0	0
UT-Brownsville	0	0	1	0	0	1	0	1	0	0
UT-Dallas	1	0	0	0	0	1	0	0	0	0
UT-El Paso	0	0	0	0	0	0	0	0	0	0
UT-Pan American	1	1	1	1	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	3	0	1	0	0
UT-Tyler	1	0	0	0	0	0	0	0	0	0
Total	9	1	2	1	0	11	0	3	0	0

FACULTY CHANGES PRIOR TO POST-TENURE REVIEW:

UT Arlington: Six faculty members retired prior to review.

UT Austin: Ten faculty members retired prior to review.

UT Brownsville: Four faculty members retired prior to review.

PRESENT STATUS OF EACH MARGINAL PERFORMANCE:

UT Arlington: 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: Professor will resubmit a revised portfolio for review during the 2012-13 academic year.

UT Dallas: Continue discussion with Dean about performance in teaching and research.

UT Pan American: Faculty members met with their respective Chairs and Deans over their corresponding areas of concern and received feedback in their respective disciplines and professional performance. Consequently, each faculty member will be taking corrective action.

UT San Antonio: The faculty member whose performance in FY11 was marginal had his workload restructured from a balance 40% teaching; 40% research and 20% service to 60% teaching; 20% research and 20% service. He was required to periodically meet with his department chair on a regular basis to monitor his progress, with his next post-tenure review scheduled for 2016-2017. However, please note that this faculty member resigned effective Jan. 1, 2012.

UT Tyler: A 2-year remediation plan will be developed and performance will be evaluated during the next two academic years.

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: 1) Associate Professor has made satisfactory improvement and is on track with timeline developed. 2) Assistant Professor has shown little evidence that any significant progress has been made.

UT Dallas: Referred to the Committee on Faculty Standing and Conduct for potential termination.

UT San Antonio: For one professor, a performance improvement plan was implemented and a subsequent post-tenure review was scheduled to be conducted in 2013-2014. However, please note that this faculty member has tendered his resignation effective August 31, 2012. For another professor, a performance improvement plan was developed by the department chair, in consultation with the dean, to strengthen the faculty's research productivity. For a third professor, a performance improvement plan was developed by the department chair, in consultation with the dean, and implemented. Associate Professor: A performance improvement plan has been developed by the department chair, in consultation with the dean, and

PLANS FOR EVALUATION DURING THE CURRENT YEAR:

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

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

UT Brownsville: For faculty requiring additional support, a professional development plan will be developed to strengthen the portfolio which is to be submitted for review in FY2013. For one unsatisfactory performer, the dean and department chair will continue to provide guidance with the goal of improving performance. For the professor that has received his second negative annual review, the Provost is working with OGC to conduct a review in accordance with the due process procedures of the Regents' Rules & Regulations, Rule 31008.

UT Pan American: A teaching effectiveness/professional achievement plan has been prepared for each faculty member and approved at the department & college level.

UT Permian Basin: UT Permian Basin has six post-tenure reviews currently being conducted.

UT San Antonio: The department chair is monitoring the performance improvement plans and will continue working with the faculty members on their progress.