

**APPENDIX B:
FAYETTEVILLE STATE UNIVERSITY
TEMPLATE FOR FIVE-YEAR PLAN FOR PERFORMANCE REVIEW OF TENURED FACULTY MEMBERS**

From FSU's policy: At the beginning of the post-tenure review cycle, the faculty member shall discuss with his/her department chair five-year goals or plan consistent with the expectations of post-tenure review. This plan can be modified annually by the faculty member, in consultation with the department chair, as deemed appropriate by changes in institutional, departmental, or personal circumstances. This plan should indicate milestones aligned with annual performance evaluations.

Name: _____ **Rank:** _____

Most Recent Personnel Action (check one):

- ___ Awarded tenure and promoted to rank of Associate Professor
- ___ Awarded tenure at rank of Associate Professor
- ___ Promoted from Associate Professor to Professor
- ___ Post Tenure Review
- ___ Administrator resuming faculty role

Check one: Initial Plan ___ Revised Plan (Date of revision: _____)

Five-year time period covered by this plan: 2017 to 2022

I. TEACHING:

Activities - During the time period covered by this plan, I will engage in the following activities to promote my ongoing effectiveness as an instructor. (i.e., participate in faculty development-teaching activities; attend conferences on teaching effectiveness; remain current in the scholarship of teaching and learning; collaborate with other faculty on teaching effectiveness projects; experiment with new instructional techniques, which may or may not include use of technology; develop academic support or enrichment activities; use student evaluations to guide revisions in courses or instructional techniques; engage in course, curriculum, or program review or development; contribute to or lead initiatives to assess student learning; or other similar activities.)

Milestones – The completion of these activities will be reflected in the following milestones and will be reviewed each year during the annual evaluation (i.e., recognitions/awards;

certificates for completing projects; student evaluation results; peer evaluations of videotaped classes);

Year	Milestones
1 (2017-18)	
2 (2018-19)	
3 (2019-20)	
4 (2020-21)	
5 (2021-22)	Submit post-tenure review portfolio

II. SCHOLARLY/CREATIVE ACTIVITIES:

Activities - During the time period covered by this plan, I will engage in the following activities to support my own professional development. *(i.e., focus on specific areas of scholarship/creative activities (which may be scholarship of teaching and learning); participate in specific professional organizations; attend/make presentations for specific organizations; seek external funding to support scholarly/creative activities; collaborate with colleagues at FSU and/or elsewhere to accomplish specific goals; engage students in scholarly/creative activities, and other similar activities)*

Milestones – The completion of these activities will be reflected in the following milestones and will be reviewed each year during the annual evaluation *(i.e., recognitions/awards; publications; documentation of presentations, exhibits, performances; peer reviews/citations of scholarly/creative activities; grant proposals submitted and/or funded; other):*

Year	Milestones
1 (2017-18)	
2 (2018-19)	
3 (2019-20)	
4 (2020-21)	
5 (2021-22)	Submit post-tenure review portfolio

III. SERVICE:

Activities - During the time period covered by this plan, I will engage in the following service activities in the department, my college/school, the university, community, and/or professional organizations. *(i.e., participate in or lead specific initiatives/projects for the department, college/school, university, community, and/or professional organization; offer*

service learning and internship courses and programs; support and/or lead student organizations; participate in efforts to improve academic advisement; serve as advisor/mentor for students; pursue grant funding to support programs for students and/or community, and other similar activities.)

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Milestones – The completion of these activities will be reflected in the following milestones and will be reviewed each year during the annual evaluation (i.e., documentation of service learning courses and/or internships offered; recognitions/awards; documentation of accomplishments; letters, certificates, and other documentation of impact of service activities; grant proposals submitted/funded to support programs for students and/or community;):

Year	Milestones
1 (2017-18)	
2 (2018-19)	
3 (2019-20)	
4 (2020-21)	
5 (2021-22)	Submit post-tenure review portfolio

Approvals:

Faculty Member: _____ **Date:** _____

Department Chair: _____ **Date:** _____