**APPENDIX F:**

**FAYETTEVILLE STATE UNIVERSITY**

**PERFORMANCE REVIEW FOR TENURED FACULTY**

**IMPROVEMENT PLAN APPRAISAL\***

**Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Rank: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Department: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**The department chair will attach the previous progress reports (Appendix E) submitted each semester.**

**UNIT-LEVEL RATINGS:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Departmental Tenured Faculty (Number eligible \_\_\_\_\_\_\_\_\_):**  **The faculty member HAS successfully completed the Improvement Plan** | | | |
| **Date of Vote** | **Agree (#)** | **Disagree (#)** | **Abstain (#)\*\*** |
|  |  |  |  |

***Rating shall be determined by simple majority vote.***

**I.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Chair, Departmental Tenured Faculty Committee***

**Department Chair: The faculty member HAS successfully completed the Improvement Plan:**

**\_\_\_\_\_\_\_ Agree \_\_\_\_\_\_ Disagree**

**II.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_**

***Department Chair***

|  |  |  |  |
| --- | --- | --- | --- |
| **College/School Tenured Faculty Committee (Number eligible \_\_\_\_\_\_\_\_\_):**  **The faculty member HAS successfully completed the Improvement Plan** | | | |
| **Date of Vote** | **Agree (#)** | **Disagree (#)** | **Abstain (#)^** |
|  |  |  |  |

***Rating shall be determined by simple majority vote.***

**III.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Chair, College/School Tenured Faculty Committee***

**IV. Dean: The faculty member HAS successfully completed the Improvement Plan:**

**\_\_\_\_\_\_\_ Agree \_\_\_\_\_\_ Disagree**

**V.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Dean of College/School***

**OVERALL EVALUATION^^: The faculty member HAS successfully completed the Improvement Plan:**

**\_\_\_\_\_\_\_ Agree \_\_\_\_\_\_ Disagree**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Provost and Vice Chancellor for Academic Affairs***

*\*By April 1 of the* ***second year*** *of implementation of the improvement plan, the faculty member will submit a copy of the improvement plan along with a written report demonstrating that he or she has achieved the outcomes delineated in the improvement plan. The report will be viewed in succession by each of the following: departmental tenured faculty, department chair, college/school tenured faculty committee, and dean. At each level of review, committee and individual shall determine if the faculty member has or has not met the requirements of the improvement plan. For each committee, the determination shall be based on a simple majority vote. The dean will forward the recommendation to the provost who will make the final determination based on the findings at each level of review.*

*\*\*Tenured faculty may abstain only when a fiduciary relationship exists with the individual being evaluated and this relationship must be specified.*

*^If a tenured faculty member is a member of the College/School Tenured Faculty Committee and a faculty member in his/her department is being reviewed, the tenured faculty must vote at the departmental level (unless a fiduciary relationship exists) and abstain in the college/school committee.*

*^^If the faculty member is determined to have met the requirements of the improvement plan at three (3) or more levels of review, the faculty member shall be determined to have successfully completed post-tenure review and will thereafter complete subsequent PTR according to this Policy. The provost shall communicate the decision to the faculty member and notify the Chancellor of the outcome.*

*\*If the faculty member is determined to have not met the requirements of the improvement plan at two (2) or more levels of review, the provost, in consultation with the dean, shall determine disciplinary actions to be taken. In the most severe cases of failure to meet the requirements of the improvement plan, the provost may initiate serious sanctions, including discharge, consistent with the criteria and procedures established in Chapter VI of* The Code *of the University of North Carolina. If serious sanctions are imposed the faculty member shall have the right of appeal according to* the Code *of the University of North Carolina and FSU’s tenure policy.*