

DCHP Post-Tenure Review

Tenured faculty of the Dumke College of Health Professions (DCHP) shall be reviewed by their department chair; or Dean if functioning as chair, on or before March 15 at least every five years after the receipt of tenure. The schedule of reviews will be established by the department chair in consultation with the Dean.

As a basis for these reviews, faculty members must provide their chair a self-report of their activities (outlined in the annual faculty performance evaluation and goal setting document), since their last review covering the areas of teaching, scholarship and service. ***Administrative responsibilities can be considered in lieu of teaching, if appropriate.*** In addition, the chair shall include the faculty members' student evaluations as part of the evaluation process since their last review.

Per PPM 8-11, the department chair shall provide a written report of the review to their faculty with a copy to the Dean for inclusion in the faculty members' professional file by April 15 of the year of the review. All faculty undergoing review have the right to provide a written response to the dean which must be completed on or before May 1.

Remedial Actions Based on Post-Tenure Review

If, as a result of the post-tenure review process, the faculty member is found to not be meeting the minimum standards required of a tenured member of his or her discipline, he or she is responsible for remediating the deficiencies, and both the University and College are expected to assist through developmental opportunities. A faculty member's failure to successfully remediate deficiencies may result in disciplinary action governed by due process pursuant to the standards described in PPM 9-9 through 9-17.