

**Christine E. Lynn College of Nursing
Florida Atlantic University**

Post-Tenure Review Evaluation and Criteria

I. INTRODUCTION

A. Definition and Elaboration:

Post Tenure Review (PTR) serves as a periodic review of tenured faculty and is designed to foster sustained excellence and professional development and recognize and reward outstanding achievement.

PTR is separate and distinct from annual and other employee evaluations in that PTR will focus on long-term accomplishments over a period of five years. Most importantly, the PTR process has been designed to uphold the University's fundamental principles of tenure, academic freedom, due process, and confidentiality in personnel matters.

_____ in compliance with Florida Board of Governors regulation 10.003. The following excerpt briefly summarizes FAU's PTR process.

“The PTR process for tenured faculty will initially begin in Spring 2024, and continue in subsequent years, and encompass 20% of eligible tenured faculty. During the first five years of implementation, the University will issue a call to eligible tenured faculty for volunteers to participate in the PTR process. Should the number of volunteers be greater than 20% of the eligible faculty, a random selection from the volunteers will determine the faculty who participate in PTR that year. If the number of volunteers is less than 20% of the eligible faculty, a random selection from the remaining eligible faculty will identify a sufficient number of eligible faculty who will participate in PTR. Eligible faculty due for a Sustained Performance Evaluation (SPE) may volunteer for PTR and participate in both processes simultaneously.”

B. Performance Rating: “Performance Rating” means the following rating scale:

- **Exceeds Expectations:** a clear and

C. Evaluation Procedure

The office of the Dean of the College of Nursing shall notify faculty members, the Associate Dean of Academic Programs, and the PTR Advisory Committee of upcoming PTR Evaluations and the due date for the evaluation file. The Dean, Associate Dean of Academic Programs and PTR Advisory Committee shall jointly establish appropriate college deadline dates for the PTR process.

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Committee shall deliver its evaluation reports to the Dean by the deadline date set by the college.

E. College of Nursing PTR Evaluation Expectations and Guiding Principles

The College of Nursing Policy and Criteria for Annual Faculty Evaluations (<https://nursing.fau.edu/faculty-staff/faculty-handbook/faculty-evaluation/salary-increases.php>) and the College of Nursing Guidelines for Faculty Appraisal, Appointment, Promotion and Tenure (<https://nursing.fau.edu/faculty-staff/faculty-handbook/faculty-evaluation/tenure-track.php>) will serve in guiding the thought process and expectations in the determination of the performance rating for the PTR Evaluation. In view of the various kinds of contributions faculty members make during the course of their careers, college expectations must also be sufficiently flexible to embrace the variability of faculty interest, activities, and strengths. As PTR explicitly considers the Annual Assignments of each faculty member, expectations will weight appropriately the full range of assignments a tenured faculty member may receive.

PTR Evaluation Expectations and Guiding Principles:

- **Teaching:** As defined by annual assignments, the faculty member must maintain dutiful teaching of assigned undergraduate and/or graduate courses, exhibit competence as demonstrated by student evaluations, peer review, and/or other evaluation vehicles, and actively mentor undergraduate and graduate students for timely graduation.
- **Research:** As defined by annual assignments, the faculty member must maintain assigned level of research activities, as demonstrated by publication of research results in refereed journals and/or at professional conferences, application for and/or attraction of research funding, and directing and training of undergraduate and graduate students performing research.
- **Service:** As defined by annual assignments, the faculty member must duly serve on assigned college/university committees and/or other administrative duties, engage in public service in various forms, provide service in professional societies, at national and international scientific meetings or as a peer reviewer for scientific journals and grant agencies, and promote the interest and welfare of the College and the University.

II. COLLEGE OF NURSING PTR EVALUATION CRITERIA

A. PTR Criteria

- a. **Teaching** and student mentoring, as evidenced by, but not limited to: (1-5)
 - ◆ Evaluation of teaching, including SPOT and peer review.
 - ◆ Mentoring of graduate and undergraduate students.
 - ◆ Publications in peer-reviewed professional journals with an educational focus and conference presentations.
 - ◆ Development of new courses or updating/revision of existing courses.

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- ◆ Publication of textbooks, or other instructional materials.
- ◆ Teaching recognition.
- ◆ Mentoring of Faculty

b. **Scholarship and research** impact, as evidenced by, but not limited to: (1-5)

- ◆ A record of peer-reviewed research publications in professional journals and conference presentations.
- ◆ Publication of textbooks/book chapters.
- ◆ Served as PI or co-PI of peer reviewed research grants from externally funded agencies.
- ◆ Support research efforts of undergraduate or graduate students, and faculty.
- ◆ Submission of competitive research proposals for external funding.
- ◆ Serving as a Chair or Committee member for Ph.D. dissertations, or DNP Capstone Projects.
- ◆ Mentoring of Undergraduate student Honors Theses.
- ◆ Faculty guidance of post-doctoral fellows.

c. **Service**, as evidenced by, but not limited to: (1-5)

- ◆ Participation on review panels at national funding agencies, e.g., NSF, NIH, etc.
- ◆ Serving on journal editorial boards, policy and advisory committees of national professional organizations.
- ◆ Reviewer for professional journals and/or conference

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regulations and policies, or applicable CBA provisions

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