

From: Office of the General Faculty and Faculty Council <fc@uts.cc.utexas.edu>
Subject: Informational: Post-Tenure Review
Date: November 2, 2009 9:08:24 AM CST
To: Jennifer Morgan <jenny.morgan@mail.utexas.edu>

Memo to: Members of the General Faculty
From: The Committee of Counsel on Academic Freedom and Responsibility (CCAFR)
Re: Post-Tenure Review
Date: November 2, 2009

Post-Tenure Review (PTR) applies to all tenured members of the faculty, regardless of the positions they currently hold. PTR affirms all current University and System commitments to tenure, academic freedom, due process, and good cause for dismissal. There is to be no linkage between PTR and review of tenured faculty for possible dismissal; the link, rather, is to professional rewards and to faculty development where appropriate. PTR is intended to build on what currently works, the annual reviews conducted by individual departments and schools, and thus to minimize bureaucracy and the time spent evaluating and being evaluated, and to make the review process regular and routine. Faculty are to be given six months notice to prepare for the review and sufficient opportunity to provide input. In addition, the results of the review are to be given to faculty in writing, and they are to have opportunity to respond before any recommendation is made from the department or school to the next administrative level.

The Committee of Counsel on Academic Freedom and Responsibility (CCAFR) monitors the PTR process and receives reports of faculty problems and concerns, recommending changes in PTR as needed. The table at the end of this memo, Summary of Post-Tenure Reports for UT-Austin, 1998-2009, provides a quantitative overview of PTR results since its inception at UT-Austin. The Report employs the categories required by the University of Texas System.

Electronic versions of all the major documents concerning post-tenure review are located at http://www.utexas.edu/provost/policies/post_tenure/. The link "Current Post-Tenure Review Procedures" provides the timetable for post-tenure review, and also has links to "Annual Review and Periodic Evaluation of Tenured Faculty-HOP Section 3.14," and to "UT System Regents' Rules Series 31102Evaluation of Tenured Faculty."

Faculty may also wish to consult an issue of "Academe" (September/October 1998, pp. 61-7), which contains the response of the American Association of University Professors (AAUP) to post-tenure review. A briefer version is available on-line at: <http://www.aaup.org/AAUP/pubsres/policydocs/contents/PTR.html>. We believe that The University of Texas at Austin's process conforms to the AAUP's guidelines regarding post-tenure review.

In addition to consulting these documents, please feel free to contact any member of CCAFR to express any concerns you might have regarding the PTR process at UT.

Members, 2009-2010:

Friedman, Alan W.	2009-2011	professor, English
Hart, Hillary	2009-2011	distinguished senior lecturer, civil, architectural, and environmental engineering
Lawler, Desmond F.	2009-2011	professor, civil, architectural, and environmental engineering
Odell, Edward T. (Ted)	2008-2010	professor, mathematics
Ortiz, Alba A.	2008-2010	professor, special education
Palaima, Thomas G.	2009-2011	professor, classics
Rabban, David M.	2009-2010	professor, law
Staiger, Janet	2008-2010	professor, radio-television-film

Faculty Council Appointees:

Dorn, Edwin	2009-2010	professor, public affairs
Evans, Brian L.	2009-2010	professor, electrical and computer engineering

Summary of Post-Tenure Reports for UT-Austin, 1998-2009

Year	Total	Satisfactory	Unsatisfactory	Resigned	Retired	Died
1998/1999	197	189	4	2	1	1
1999/2000	196	188	5	2	1	0
2000/2001	191	175	4	2	9	1
2001/2002	173	161	4	1	6	1
2002/2003	148	139	1	3	5	1
2003/2004	139	132	2	2	2	1
2004/2005	195	180	3	4	7	1
2005/2006	199	176	8	2	1	2
2006/2007	191	174	6	3	6	2
2007/2008	186	179	1	1	5	0
2008/2009	173	167	2	0	3	1
# Faculty	1988	1860	40	22	56	11
% Faculty	100%	93.6%	2.0%	1.1%	2.8%	0.5%

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