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USG Annual Evaluation and Post-Tenure Review Guidelines



**UNIVERSITY OF GEORGIA****Office of the Senior Vice President for Academic Affairs and Provost**[Provost's Office](#)[Resources](#)[Academic Excellence](#)[Policies](#)[News & Events](#)[Home](#)

Working Group on Faculty Evaluation Policies and Practices

A 14-member Working Group on Faculty Evaluation Policies and Practices has been charged with helping develop revisions to the University's policies and practices on faculty promotion and tenure, annual evaluation, and post-tenure review. The Working Group was appointed in response to revisions to University System of Georgia policies on annual and post-tenure reviews that were approved by the Board of Regents on October 13, 2021.

As stated in the introduction to the University's current Guidelines for Appointment, Promotion and Tenure of Academic Rank Faculty, drafted by a faculty task force and approved by University Council in 2004, the University of Georgia is the oldest publicly chartered institution in the nation and is the land-



BOR Policy/USG Framework/UGA FEPP Timeline

- September 2020: USG PTR Working Group charged
- June 2021: USG PTR Working Group Report issued
- Summer 2021: RACAA and BOR updates, timeline
- September 2021: BOR meeting, policies presented
- October 2021: BOR meeting, policies approved
- November 2021: FEPP Working Group charged
- Jan. – Feb. 2022: USG framework circulated, finalized Feb. 8



FEPP Representation

- University Council Committees
 - Executive Committee
 - Faculty Affairs Committee
 - Committee on Statutes, Bylaws, and Committees
 - Post-tenure Review Appeals Committee
- Faculty at Large across Schools/Colleges
- Associate Professors
- Unit administrators
- New member Considerations and Qualifications:
 - Represent 5 schools/colleges that were not represented previously
 - Have experience with PTR processes, appeals, and UGA PTR working group (2015)
 - Include additional members of FAC and EC of University Council
 - Represent non-tenure track faculty
 - Have experience with administrative reviews





Five Subgroups

A. Annual
Evaluations

B. Post-tenure
Review

C. Review of
Administrators

D. P&T
Guidelines

E. Due Process



A. Annual Evaluations Subgroup

Members:

Elizabeth Weeks (lead)

Annette Poulsen

Pete Jutras

Dale Green

Lindsey Harding

Key Policy Changes:

- Evaluation of Student Success
Activities within existing areas of effort
- 5-point evaluation scale
- Score of 1 or 2 = does not meet expectations; requires 1-year PRP
- 2 consecutive years of 1 or 2, overall or in any area (including different areas), leads to corrective PTR
- Rebuttal allowed, response required

https://www.usg.edu/academic_affairs_handbook/section4/C2845/#p4.4_faculty_evaluation_systems

B. Post-tenure Review Subgroup

Members:

Janette Hill (lead)

Gregory Robinson

Kelly Smith

Yoo-Kyoung Seock

John Drake

Key Policy Changes:

- Regular 5-year, accelerated or corrective, and voluntary PTR
- Unsuccessful PTR requires 1-year PIP
- PIP developed by faculty member, DH, faculty committee; approved by dean; filed with OFA
- Unsuccessful PIP, as assessed by dean, DH, and PTR committee may lead to remedial actions
- Appeal unsuccessful PIP to PTRAC

https://www.usg.edu/academic_affairs_handbook/section4/C690

C. Review of Administrators Subgroup

Members:

Tim Heckman (lead)

David Okech

Amanda Murdie

Luke Naeher

Toby Graham

Key Policy Changes:

- Specifies periodic review for all tenured administrators, including associate deans, provosts, vice presidents, etc.
- Allows institutional definition of process, timing, review committee composition, and procedures for review of tenured administrators who hold academic rank
- All faculty still subject to annual reviews

See https://www.usg.edu/academic_affairs_handbook/section4/C690

D. P&T Guidelines Subgroup

Members:

Timothy Grey (lead)

Bettie St. Pierre

Puneet Dwivedi

Jesse Hostetter

Maria Len-Rios

Key Policy Changes:

- Third-year review does not stop at PTU but goes to school/college and dean
- Rebuttal allowed, response required
- PRP for unsuccessful review
- Evaluation of Student Success Activities within existing areas of effort in P&T standards

[https://www.usg.edu/academic affairs handbook/section4/C689](https://www.usg.edu/academic%20affairs%20handbook/section4/C689)

[https://www.usg.edu/academic affairs handbook/section4/C687/](https://www.usg.edu/academic%20affairs%20handbook/section4/C687/)

See [https://www.usg.edu/academic affairs handbook/section4/C2845/#p4.4](https://www.usg.edu/academic%20affairs%20handbook/section4/C2845/#p4.4) faculty evaluation systems

E. Due Process Subgroup

Members:

Barb Biesecker (lead)

Stephen Durham

Ashley Steffens

Tom Mote

David Shipley

Key Policy Changes:

- Appeal from unsuccessful PIP to PTRAC
- Selection and composition of PTRAC being reexamined, with UC Committee on Statutes, Bylaws, and Committees and PTRAC
- Reviewing policies and handbook for other opportunities to include due process

See https://www.usg.edu/academic_affairs_handbook/section4/C690

USG Implementation Process and Timeline**

Submission Deadlines	Dates
Status Report on Changes to PTR and Annual Review Policies	April 1, 2022
Status Report on Changes to PTR and Annual Review Policies	September 1, 2022
Institutions submit updated PTR and Annual Review policies to USG Chief Academic Officer for approval	No later than October 17, 2022*
USO staff review institutional submissions and provide feedback	No later than November 18, 2022
Institutions take final PTR policies through the formal shared governance process	November and December 2022
<i>Institutional Policy Implementation</i>	
Annual Reviews	The new annual review should be utilized during the first full cycle following its adoption. For example if an institution evaluates on a calendar year cycle, 2023 will be the first year the faculty member will be evaluated on the new standards. If the institution evaluates on the academic calendar, the next cycle will be AY2023-2024.
Post-Tenure Review	No later than AY 2023-2024*

** From Academic Affairs Handbook



Work in Spring and Fall 2022

- Focus for spring
 - Annual Evaluation and Student Success Activities
 - Important so that units across campus can update their Annual Evaluation policies
 - Target: March meeting of Faculty Affairs Committee
 - FEPP will continue working on other documents (PTR, P&T, Review of Administrators, Due Process), sending drafts to FAC for consideration
 - FAC will consider drafts as available, discussing and voting, as appropriate, to move forward to Executive Committee (EC) for consideration in the fall
- Focus for fall
 - Finalizing as needed: PTR, P&T, Review of Administrators, Due Process
 - Target: Final review, as needed, by FAC at first meeting in preparation for first meeting of EC Committee in fall 2022

Questions?

