

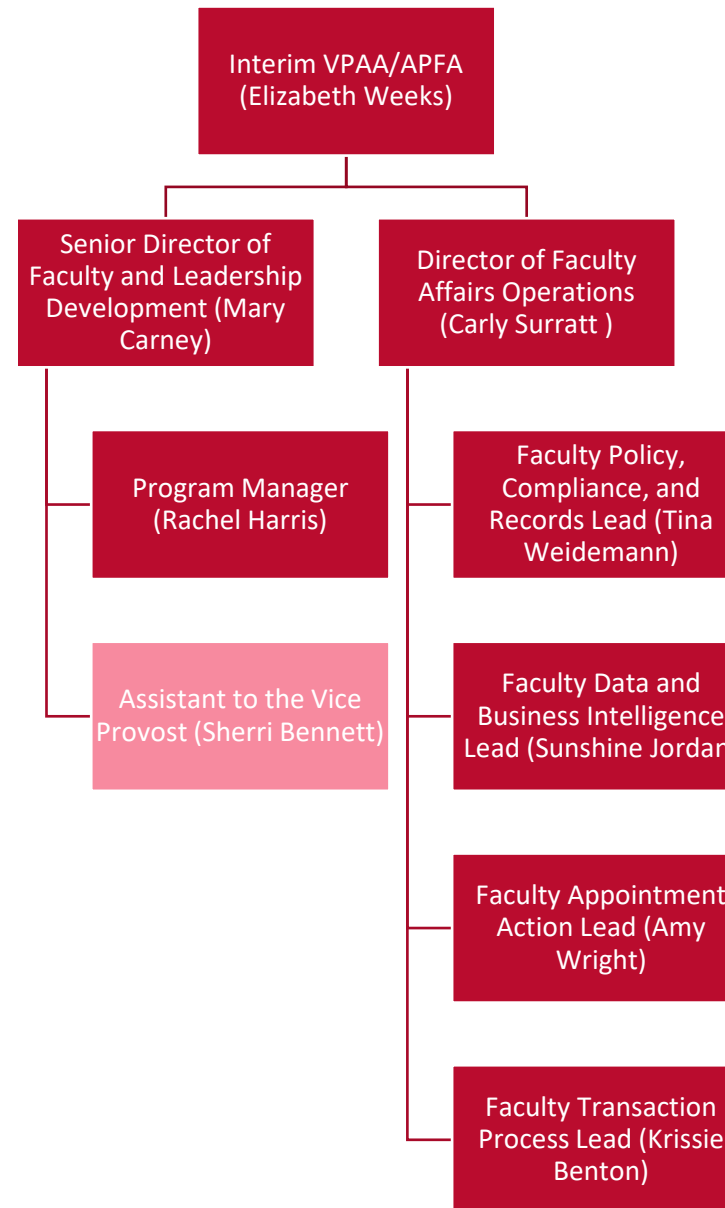
Faculty Evaluation, Promotion and Tenure, and Post-tenure Review

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Interim Vice Provost for Academic Affairs
Associate Provost for Faculty Affairs

New Leader Program
November 5, 2025



Office of Faculty Affairs



Faculty Reviews



Faculty Review Reminders

- **Annual Evaluation:** 1 – 5 score; Smartsheet score collection; may trigger PRP or corrective PTR; relates to merit program (if any); non-renewal possibility for any pre-tenured or non-tenured faculty (but cause not required)
- **Third-year Review:** Progress toward next promotion/tenure; may trigger PRP; non-renewal possibility (faculty vote not required, per UGA policy)
- **Promotion and Tenure:** Include annual evaluations in dossiers; mindful of spring 5th year decision point; revised dean's cover letter template
- **Post-tenure Review:** Clarify unit-level policies, processes, and documentation; include annual evaluations; one-year PIP with appeal possible after performance and recommended remedial actions



Written Annual Evaluation

- Involvement in student success activities within existing areas of effort
- In-person meeting with faculty member
 - Faculty member may respond to evaluation; evaluator must acknowledge response in writing; both retained in file with original evaluation
- Five-point evaluation scale (consider historical range, recalibration)
- Score of 1 or 2 in any area (regardless of percentage effort) or overall requires one-year PRP
 - Approved by the dean, submitted to OFA
 - Four progress report meetings before next review cycle
- Tenured faculty member with two consecutive evaluations with scores of 1 or 2 in any area (above 10% effort) or overall requires corrective PTR



Faculty Performance Reviews

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Annual Evaluations

The deadline for completing Spring 2025 annual evaluations, of calendar year 2024 performance, is **Monday, March 31, 2025**. Details on this process are available below. [View this process](#)

Post-Tenure Review (PTR)

The deadline for completing Spring 2025 five-year and corrective post-tenure reviews is **Friday, April 25, 2025**. Outcomes for all PTRs must be submitted using [this form](#).



Resources

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[Annual Evaluation Process](#)

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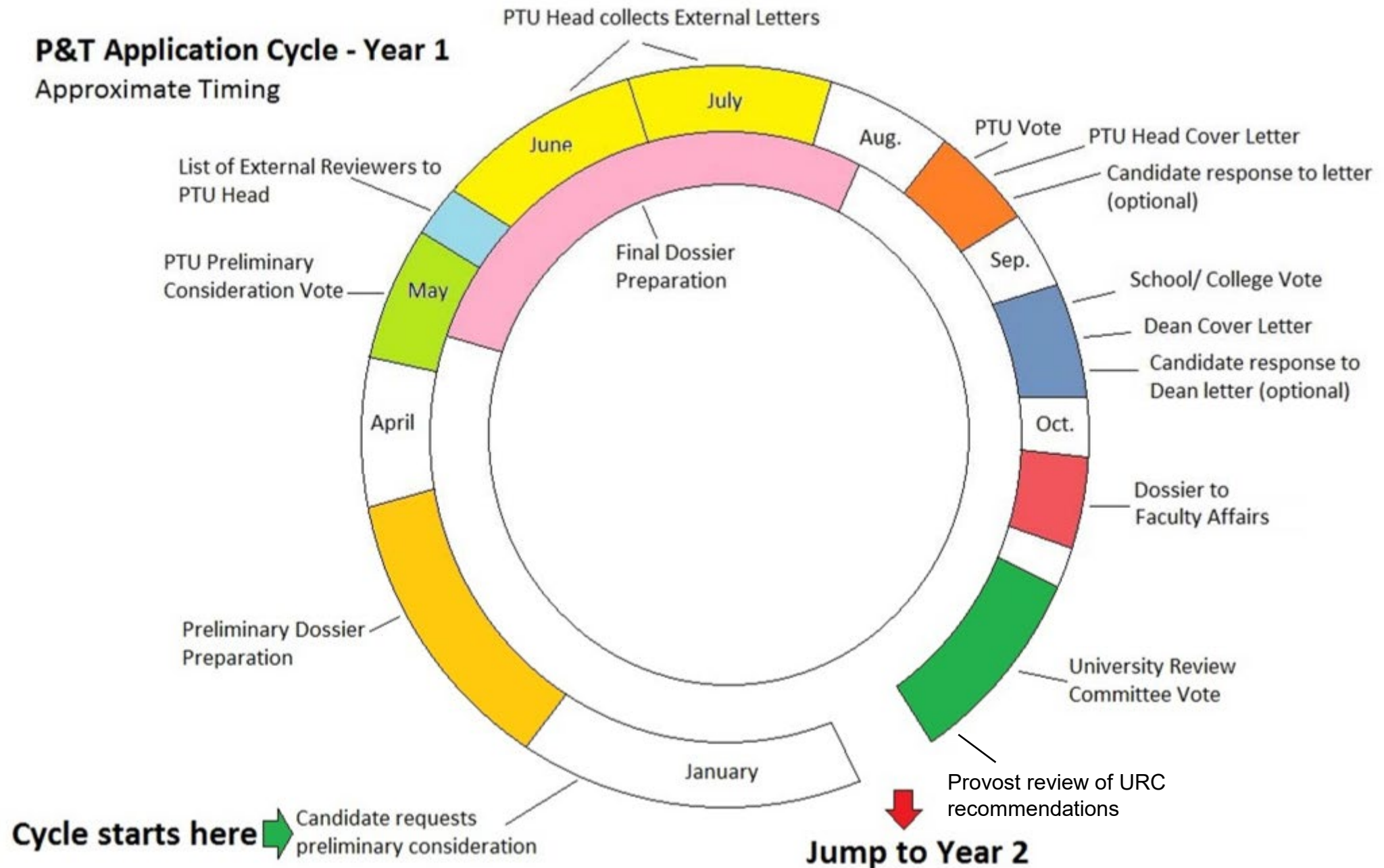
Promotion and Tenure

- Involvement in student success activities within existing areas of effort
- Annual Evaluations, beginning with Spring 2024 evaluations (of CY 2023 performance), included in third-year review and P&T dossiers
- Third-year review revised (TT, Clinical, and Lecturers only)
 - Faculty member signs statement acknowledging receipt of third-year review summary
 - Faculty member rebuttal allowed; evaluator response required; retained in file
 - Faculty member assessed as making insufficient progress must develop Performance Remediation Plan (PRP) with PTU head and third-year review committee
 - PRP must be reasonable, achievable within the time frame, reflect the essential duties of the faculty member, and performed during the contract period (*i.e.*, 9-month faculty)
 - PRP must be approved by the dean
 - Renewal/nonrenewal is a separate decision



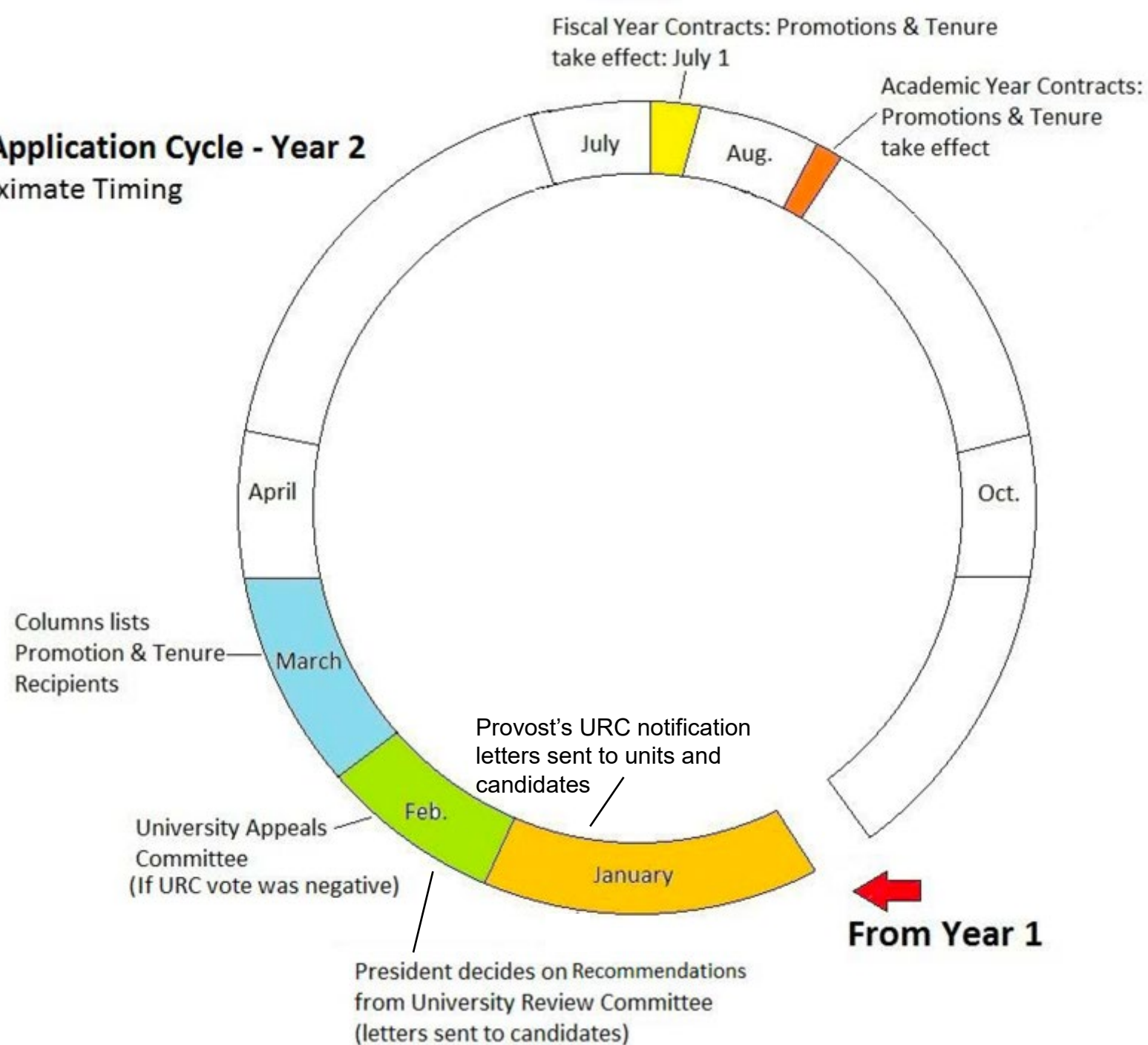
P&T Application Cycle - Year 1

Approximate Timing



P&T Application Cycle - Year 2

Approximate Timing



Post-tenure Review

- Every five years, unless early/voluntary; accelerated/corrective; promotion; admin appointment; on leave
- Involvement in student success activities within existing areas of effort
- Evidence must include findings from Annual Evaluations for five prior years
 - Spring 2026, include Spring 2024 and Spring 2025 annual evaluations (of CY 2023 and CY 2024 performance) verbatim; executive summary for other years
- Faculty member with “meets or exceeds expectations” for five previous years may submit prior annual evaluations (and other materials) as PTR dossier
- PTR deadlines may be adjusted earlier, to align with Annual Evaluation
- Unsuccessful 5-year or corrective PTR requires 1-year Performance Improvement Plan



PRP/PIP Optional Template

☐ **This document**
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Name	Fa
Current Rank	Fa
Tenure Status	Se
Dept Head	De
Other Supervisor (if applicable)	D
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Effort Area 1 - What is the effort area (e.g., Research), and what are the duties being targeted for improvement (e.g., publications, grants)?
Specific duties to improve

Goal/Outcome - What is the overall goal for performance?
Goal/Outcome

	Objective - What specific, actionable activities will be taken to achieve the overall goal?	Expectations for Improvement - How is improvement defined and measured? What specific metrics will be used to track progress?	Target Date/ Time Frame - When should the objective be completed?
1	Objective 1	Objective 1 Expectations	Objective 1 Due By
2	Objective 2	Objective 2 Expectations	Objective 2 Due By
3	Objective 3	Objective 3 Expectations	Objective 3 Due By
4	Objective 4	Objective 4 Expectations	Objective 4 Due By
5	Objective 5	Objective 5 Expectations	Objective 5 Due By

Support/Resources - What additional development, resources, and/or support will be available?
Support/Resources

Monitoring Plan – What is the timeline for four required meetings to review progress against objectives? What action will be taken if expected standards are not met? (Review meetings notes should be recorded in the *Progress Review Meetings* section of this document.)
Monitoring Plan



Questions?