

06.1100 Evaluation of Tenured and Non-Tenured Faculty

06.1101 Annual Evaluation. Each Institution shall recommend to the Board for review, approval, and adoption a policy providing for annual performance evaluations of all tenured and non-tenured faculty.

06.1102 Post Tenure Review Policy. Each Institution, with the advice and comment of faculty, shall recommend to the Board for review, approval, and adoption policies and procedures for providing for a comprehensive performance evaluation process for all tenured faculty at the Institution. The Institution may design its policy to fit its particular educational mission, traditions, resources, and circumstances relevant to its character, role, and scope, in addition to other relevant factors. The policy shall include, at minimum, the following provisions providing that:

1. comprehensive performance evaluations of tenured faculty will occur not more often than once every year, and no less often than once every six years after the date the faculty member was granted tenure or received an academic promotion at the institution;
2. comprehensive performance evaluations will be based on professional responsibilities in teaching, research, service, patient care, and administration, and include peer review of the faculty member;
3. the comprehensive performance evaluation process will be directed toward the professional development of the faculty member;
4. the comprehensive performance evaluation process will incorporate commonly recognized academic due process rights, including notice of the manner and scope of the comprehensive performance evaluation, opportunity to provide documentation during the performance evaluation process, and, before any disciplinary action is taken on the basis of a comprehensive performance evaluation, notice

of specific charges and an opportunity for a hearing on those charges is provided;

5. the revocation of tenure or other appropriate disciplinary action may be taken if, during the comprehensive performance evaluation, there is a determination of incompetency, neglect of duty, or other good cause;
6. for any faculty member who receives an unsatisfactory rating in any area of a comprehensive performance evaluation, the process provides for a short-term development plan with performance benchmarks for returning to satisfactory performance; and
7. failure to successfully complete a post tenure comprehensive performance review short-term development plan constitutes adequate cause for dismissal in accordance with Regents Rule 06.1206.

06.1103 Reasons for Dismissal. The Board shall provide specific reasons in writing for any decision to dismiss a tenured faculty member on the basis of a post tenure review.

06.1104 Waiver. The Institutions shall not waive the post tenure review process for any faculty member granted tenure.

06.1105 Reporting Requirement. Each Institution shall file a copy of its post tenure review policies and procedures and any amendments thereto with the Texas Higher Education Coordinating Board on or before September 1 of each year.

Adopted: February 7, 2008
Effective: February 7, 2008
Revised: September 1, 2023