

Appendix 2 –Post-tenure Review

The chart below is included to help members understand when they will be eligible for post-tenure review. Once eligible, a member remains eligible until he or she is reviewed. Once reviewed, that member will be eligible again during the seventh year after that review year.

For example, a member reviewed under post-tenure review, Alternative One during the 2005-2006 academic year will be eligible to be reviewed during the 2012-2013 academic year. If that member chooses not to be reviewed, then he or she would be eligible again during the 2013-2014 academic year, and so on. If the member undergoes post-tenure review during, say, the 2015-2016 academic year, then he or she would be next eligible to be reviewed during the 2022-2023 academic year.

Eligibility

<u>Academic Year:</u>	<u>Members who will be newly eligible:</u>
2011-2012	Those tenured with effect on 9/1/2005; those who selected Alternative Two and did not opt out of Alternative Two under the 2007-2008 agreement; and any member returning from a leave who was eligible to be reviewed but was not reviewed.
2012-2013	Those tenured w/e on 9/1/2006 or reviewed in AY 2005-2006.
2013-2014	Those tenured w/e on 9/1/2007 or reviewed in AY 2006-2007.
2014-2015	Those tenured w/e on 9/1/2008 or reviewed in AY 2007-2008.
2015-2016	Those tenured w/e on 9/1/2009 or reviewed in AY 2008-2009.
2016-2017	Those tenured w/e on 9/1/2010.
2017-2018	Those tenured w/e on 9/1/2011.
2018-2019	Those tenured w/e on 9/1/2012 or reviewed in AY 2011-2012.

Minimum Expenditures

Alternative One required each college to expend at least 0.5% of the unit payroll each year. However, Alternative One was devised to have one-quarter of the tenured unit (as of September 1, 2004) be evaluated each year for four years. The new procedure will not balance the number of members reviewed each year. Due to the fluctuations in the number of candidates each year, it was necessary to prorate the minimum expenditure, by college, each year in order to maintain the ratio of the minimum expenditure to the number of members reviewed. Consider the following example.

On April 1, 2011 a state college has 120 tenured faculty and librarians. We compute 25% of this number to obtain 30 members. This will be the basis for proration during the 2011-2012 academic year.

If six members apply for post-tenure review for the 2011-2012 academic year, then that college must expend a minimum of $0.5\% \times (6/30) = 0.10\%$ of the unit payroll.

At the same college, on April 1, 2012 there are 128 tenured faculty and librarians. We compute 25% of this number to obtain 32 members. This will be the basis for proration during the 2012-2013 academic year.

If 40 members apply for post-tenure review for the 2012-2013 academic year, then that same college must expend a minimum of $0.5\% \times (40/32) = 0.625\%$ of the unit payroll.

Other Significant Changes from the Previous PTR

- The previous post-tenure review process was *mandatory*. The new post-tenure review process is *voluntary*.
- The previous post-tenure review process had *two alternatives (Alternative One and Alternative Two) with two difference procedures*. The new post-tenure review process has *one procedure*.
- The previous post-tenure review process had a *four-year cycle that ended at the end of one cycle*. The new post-tenure review process has a *seven-year cycle that will continue until the parties alter or eliminate it*.
- The previous post-tenure review process afforded that *only those receiving no salary increase could have a professional development program and be re-evaluated and receive either a 3% or 6% salary increase*. The new post-tenure review process adds those who receive a 3% salary increase to those who can have a professional development program; *these members can receive an additional 3% increase*.