

**Post-tenure and Post-Probationary Review**  
**College of Health Sciences**  
**(Adopted May 2002; Modified October 2014; April 2016)**

References

UW Regulation 5-808, Post-Tenure Review Policy (Revised 11/15/13)

UW Regulation 5-408, Guidelines for Establishing Academic Professionals (11/15/13)

Philosophy

Faculty have the right to expect thoughtful, non-capricious evaluation of their performance. In accordance with university regulations, faculty in each academic unit within the College of Health Sciences shall *develop and formally approve definitions of major job duties, a minimum time frame for post-tenure/post-probationary review cycles, and a process and a set of minimum expectations for post-tenure review evaluation of faculty members.*

All post-tenured and post-probationary faculty, and academic professionals must be reviewed except for those who have notified the academic unit head of their intention to terminate by resignation or retirement within two years of the next scheduled post-tenure/post-probationary review. Reviews must be based on each individual faculty member's job description during the post-tenure/post-probationary review cycle.

Procedures

The College of Health Sciences only conducts post-tenure and post-probationary reviews as per the protocol and timelines outlined in each academic unit's review policy. These reviews can be done by the administrative unit head and/or a faculty evaluation committee in accordance with each unit's post-tenure/post-probationary review policy. All review evaluations at the academic unit level must be forwarded to the Dean of the College of Health Sciences.

Faculty members deemed to be proceeding overall at or above expectations at both the unit level and the college level will have completed the post-tenure/post-probationary review process for that cycle. If rated by the unit head and college dean as performing below expectations on one or more major job duties, the college dean shall pursue options as outlined in UW 5-808 (I.B) and UW 5-408. The faculty member may appeal the unit head and dean's evaluation of "performing below expectations" on the post-tenure/post-probationary review. Procedures for this appeal process will be in accordance with UW 5-808 (I.A.3) and UW 5-408.