

Proposed Revisions to the *Palmetto College Campuses Faculty Manual*
 Palmetto College Campuses Faculty Senate
 University of South Carolina

Brief Title of Proposed Change	Remove First Bullet Under Post Tenure Review
Committee Proposing Revision	Rights and Responsibilities Committee
Date of Presentation to Senate	April 14, 2023
Senate Approval Date	September 8, 2023

Rationale for Proposed Revisions

- The first bullet under the Post Tenure Review section covers annual evaluations and not Post Tenure Review. Annual evaluations are described in more depth under the Faculty Evaluation section on page 14.

Summary of Proposed Revisions

- Remove the first bullet under the Post Tenure Review section on page 17 and renumber the remaining bullets.

Section and page numbers of the current *Manual* for proposed revisions

Current	Proposed
Post Tenure Review, pages 16-17 1. Each campus will conduct an annual administrative evaluation of its faculty. The faculty member will be provided a written report of this performance evaluation. The basis for these evaluations is the criteria for tenure and promotion established by the faculty, approved by the administration and Board of Trustees, and published in the Palmetto College Campuses Faculty Manual. 2. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member. 3. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process	Post Tenure Review, pages 16-17 1. Tenure track faculty (tenured or untenured) will undergo peer evaluation on the local campus at least once every three years: the criteria for tenure and promotion will be used as a basis for this review. Written results of peer evaluation will be provided to the faculty member. 2. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College Campus Dean or directly to the Palmetto College Chancellor, participation in the post-tenure review process is suspended throughout the duration of their administrative appointment. Upon return to full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect. 3. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's

is suspended throughout the duration of their administrative appointment. Upon return to full-time faculty responsibilities, the post-tenure review policy for these individuals will be in effect.

4. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review which includes peers outside of the faculty member's department or division. (Though post tenure review is based on criteria established for tenure and promotion, the process of evaluation need only establish satisfactory or unsatisfactory levels of performance and NOT the "highly effective" record as required for promotion to higher academic ranks.)

5. When a tenured faculty member receives an overall rating of unsatisfactory, the file will be referred to a local campus committee which will work with the faculty member to develop a plan and time table for correcting deficiencies. Within budgetary constraints, the local campus will provide reasonable fiscal support for implementation of such plans.

6. The procedure which governs "termination for cause" of any tenured faculty appointment is clearly articulated in the Palmetto College Campuses Faculty Manual and no process of outcome associated with post tenure review shall supersede the guidelines established by these provisions.

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