MEMORANDUM

TO: Presidents
   Academic Institutions and Health Science Center
   The Texas A&M University System

SUBJECT: Annual Report on Post-Tenure Reviews for the 2008-09 Academic Year

When the post-tenure procedures were adopted it was agreed that the Board would review an annual report on the number of tenured faculty member reviews and the outcomes of those reviews. Copies of last year’s annual post-tenure report, (Memorandum to the Board of Regents and supporting attachments A and B), are attached for your information.

Our office is responsible for submitting this System post-tenure review report to the Board and needs your assistance by providing us with this information for the 2008-09 academic year (AY).

Please share this request and supporting documents with the appropriate office/contact person. We request that the 2008-09 report on faculty post-tenure reviews and critical element updates be submitted on the following attached reporting form.

- **Attachment C: 2008-09 Post-Tenure Reporting Form, for use by System Institutions.** This attachment form includes two tables:
  - A blank **Table 1** for completing: Institution (name); Status (of number of tenured faculty members reviewed) and results, where applicable. *(If uncertain about how the information be provided, suggest reviewing previous years’ submission.)*
  - A blank **Table 2**: (requires review of Attachment B from 2007-08 report cycle): Include any changes/updates that were made to any of the critical elements for your institution’s post-tenure review process for the 2008-09 AY; if none, please check last column.

  Upon completion of Attachment C, please return this form electronically to Verna Dewees (v-dewees@tamu.edu). Due date for this 2008-09 AY post-tenure information is August 14, 2009.

Your assistance with this annual reporting effort is greatly appreciated. Please contact me should you have any questions regarding this request.

Frank B. Ashley III
Vice Chancellor for Academic Affairs

Attachments

cc: Chancellor Michael D. McKinney
   System Chief Academic Officers
   Verna L. Dewees
MEMORANDUM NO. 2008-077

TO: Members, Board of Regents
The Texas A&M University System

SUBJECT: Status Report on the 2007-08 Post-Tenure Review Process
at A&M System Institutions

When the post-tenure procedures were adopted in 1998, it was agreed that
a report on the tenured faculty member reviews and the outcomes of those
reviews would be submitted annually to members of the Board of Regents. The
report on the post-tenure reviews completed in the 2007-08 academic year by all
System campuses is included on Attachment A. All campuses continue to make
considerable progress in this review process.

A copy of the critical elements of the process being used by each of our
campuses is also included for your information (Attachment B).

If you have specific questions on any of these reports, please contact
me or the appropriate president.

Frank B. Ashley III
Vice Chancellor for Academic Affairs

Attachments

cc: Dr. Michael D. McKinney
Presidents
Provosts/Vice Presidents for Academic Affairs
Ms. Vickie B. Spillers
Ms. Verna L. Dewees
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**RESULTS, WHERE APPLICABLE**

**STARS OF IMPLEMENTATION OF POST-appointment REVIEW**

The Texas A&M University System Academic Institutions and Health Science Center

**ATTACHMENT A**

Annual Report for 2007-2008
<table>
<thead>
<tr>
<th>CENTER</th>
<th>HEALTH SCIENCE SYSTEM</th>
<th>A&amp;M SYSTEM</th>
<th>UNIVERSITY</th>
<th>WEST</th>
<th>TEXAS A&amp;M</th>
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<tbody>
<tr>
<td>ALL 18 faculty members received favorable reviews.</td>
<td>Eighteen tenure faculty members were reviewed.</td>
<td>Twelve of the 18 tenure faculty members reviewed.</td>
<td>One (1) tenure faculty member resigned before the review process.</td>
<td>Tenure review of the 102 tenure faculty members, eight (8) members received a warning.</td>
<td>Three (3) tenure faculty members announced retirement before the review process.</td>
</tr>
<tr>
<td>Out of the eligible 77 tenure faculty members, all received annual performance evaluations that met or exceeded expectations.</td>
<td>Performance reviews and subject to post-tenure review.</td>
<td>Performance reviews and subject to post-tenure review.</td>
<td>Performance reviews and subject to post-tenure review.</td>
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<td>Performance reviews and subject to post-tenure review.</td>
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<td>Eleven tenure faculty members were reviewed.</td>
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<td>Eleven tenure faculty members were reviewed.</td>
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Annual Report for 2007-2008

STATUSES OF IMPLEMENTATION OF POST-TENURE REVIEW

The Texas A&M University System Academic Institutions and Health Science Center

ATTACHMENT A
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<td>Texas A&amp;M</td>
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### Critical Elements of Post-Tenure Review Procedures/Process

- **Response Statement of Conformance**
  - Immediate Response
  - Development Period
  - Development of Response
  - Monitoring

- **Satisfaction Unmet**
  - Development Plan
  - Required
  - Peer Review
  - Pre-Initiation Process
  - Lifet ime

- **Institutional Development**
  - Faculty
  - Review

#### Status: 2007-08 Academic Year

**Attachment B**
<table>
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<tr>
<th>Event</th>
<th>Timeframe</th>
<th>Decision</th>
<th>Education System</th>
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<tr>
<td>Tenure given one year member</td>
<td>2 years</td>
<td></td>
<td>5-year intervals</td>
</tr>
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<td>Tenure will be revoked if found: faculty</td>
<td></td>
<td></td>
<td>University of Texas system</td>
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<tr>
<td>recession or term will be subject to 10disciplinary procedures and dismissal initiative</td>
<td>2 years</td>
<td></td>
<td>West Texas A&amp;M University</td>
</tr>
<tr>
<td>May result in dismissal</td>
<td>3 years</td>
<td></td>
<td>Texas A&amp;M</td>
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<tr>
<td>Applies to all cases</td>
<td></td>
<td></td>
<td>Corpus Christi University - A&amp;M</td>
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<td>Will be considered</td>
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<td>Texas A&amp;M</td>
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<tr>
<td>Dismissal may be initiated</td>
<td>1 year</td>
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<td>Commerce University</td>
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<td>Dismissal</td>
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<td>Texas A&amp;M</td>
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</tbody>
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**Critical Elements of Post-Tenure Review Rules/Procedures**

**The Texas A&M University System**

Attachment B

Status: 2007-08 Academic Year