



## Post-Tenure Review

### I. Policy Statement

Winston-Salem State University (WSSU) conducts periodic post-tenure reviews for tenured faculty to support professional growth, acknowledge outstanding performance, and establish a pathway for improvement, when necessary, consistent with the University of North Carolina (UNC) System Policy [400.3.3 – Performance Review of Tenured Faculty \(Post-Tenure Review\)](#) and [Chapter VI of The Code of the UNC System](#). This review upholds the principles of tenure, academic freedom, and due process, without modifying tenure's protections or requiring tenured faculty to requalify for their status. A successful promotion application can substitute for post-tenure review if submitted 3-5 years following the most recent tenure, promotion, or post-tenure review.

### II. Definitions

This section operationalizes definitions for key concepts that undergird this standard:

1. **Post-Tenure Review (PTR):** A comprehensive, periodic evaluation of a tenured faculty member's performance, conducted no less than every five years.
2. **Five-Year Goals:** Objectives set by each tenured faculty member in consultation with their department head, outlining expectations and professional targets for the next post-tenure review cycle.
3. **Faculty Development Plan:** A structured improvement plan for faculty who do not meet expectations; this plan includes improvement goals, a timeline to demonstrate growth outcomes, and specific actions that enhance teaching performance.

### III. Applicability

This standard applies to all tenured faculty at WSSU, excluding those in specific administrative roles. It ensures that post-tenure reviews are conducted in a manner that values tenure protections while promoting continued excellence in teaching, research, and service.