

Motion to Revise Faculty Manual
Palmetto College Campuses Faculty Senate
University of South Carolina

Brief Title of Proposed Change	Update to post tenure review outcomes to eliminate redundancy and add a satisfactory Post Tenure Review outcome
Committee Proposing Revision	Executive Committee
Date of Presentation to Senate	11/8/2024
Senate Approval Date	

Rationale for the Proposed Changes:

The proposed addition is in response to the Palmetto College Campuses Faculty Manual’s omission of an outcome for a satisfactory post tenure review. The current manual only includes language related to an unsatisfactory post tenure review and subsequent steps of remediation and possible termination. The addition provides the possibility of a merit-based pay raise for a satisfactory post tenure review. Precedent for such an addition has been established in the University of South Carolina Upstate’s Faculty Manual. In addition, this addition could aid in ameliorating salary compression for tenured faculty.

The proposed change also eliminates redundant language for an unsatisfactory post tenure review.

Summary of Proposed Changes:

Current faculty manual wording on Post Tenure Review along with the proposed changes are highlighted to demark the areas for revision.

Original	Proposed Changes
Pages 17-18	Pages 17-18
Post Tenure Review	Post Tenure Review
<p>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.</p> <p>2. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College campus dean or directly to the chancellor of Palmetto College, 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.</p>	<p>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.</p> <p>2. For full-time administrators with tenure and faculty rank and who report directly to the Palmetto College campus dean or directly to the chancellor of Palmetto College, 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.</p>

3. Once every six years, tenured faculty members (of any academic rank) shall undergo a process of review of the previous six years of work: the criteria for tenure and promotion will be used as a basis for this review. The file will be submitted to and reviewed by the local tenure and promotion committee. The file is not subject to external review (PCCTP14) and the faculty member is not required to include the compiler's summary of teaching evaluations (PCCTP-13) unless they choose to. The "highly effective" record as listed in the Palmetto College Campuses Faculty Manual on pages 8 - 11 is not required for this review. The results of this review will be provided to the faculty member and forwarded to the local campus dean.

4. 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.

5. In the sixth-year post tenure review, 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 the 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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4. If a tenured faculty member receives an overall rating of satisfactory, the faculty member will be eligible for a salary increase, to be added to the base pay at the start of the following academic year.

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