

Principles for post-tenure review at ASU

The post-tenure review process at Arizona State University is based on nine principles. These principles were approved by a unanimous vote of the Academic Senate on April 15, 1996 as Senate Motion #18 (1995–96).

1. **Value of Tenure Principle.** Tenure in American universities is valued and must be protected by providing greater accountability through a positive, constructive, forward-looking, peer-based, and faculty driven post-tenure review system.
2. **Effort Principle.** The post-tenure review should not divert a substantial amount of faculty time from teaching, research, and service activities.
3. **Burden of Proof Principle.** The burden of proof for tenured faculty is with the university to demonstrate that the faculty is an unsatisfactory performer.
4. **Cost Principle.** The plan for post-tenure review should not necessitate a major legislative appropriation in order to be implemented.
5. **Reliance on Annual Reviews Principle.** Consistent with Board of Regents' policy, administrative and faculty review of performance, judged on an annual cycle, will serve as the basis for identifying cases in need of attention.
6. **Universality of Concern Principle.** Any and each incidence of overall unsatisfactory performance will be addressed. Performance evaluation is based upon agreed-to criteria related to teaching, research, and service.
7. **Progressive Concern Principle.** Repeated instances of unsatisfactory performance will result in college-level involvement in the faculty improvement plan.
8. **Performance Improvement Principle.** A key element in post-tenure review is performance improvement, which could be entered voluntarily by anyone seeking to improve, or involuntarily (i.e., mandatory) by receiving unsatisfactory performance ratings in the annual performance evaluations.
9. **Ongoing Administrative Evaluation of Process Principle.** Each year the dean, in consultation with the unit head and two faculty from another unit in the college, will evaluate the review process and the performance ratings of the faculty of the college. The dean is responsible for providing independent verification that the annual review process effectively measures performance.

For more information, please see [ACD 506–11, "Post-Tenure Review,"](#) and the [Post-Tenure Review Process](#).

Office of the University Provost

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