

Management

The Management Programs Department post-tenure review (PTR) criteria are based on a faculty member's annual performance evaluations in the areas of research, teaching, and service.

- A PTR performance rating of "*Exceeds Expectations*" is warranted if the average OVERALL RATING in the faculty member's annual performance evaluations over the 5-year PTR evaluation period is 4.0 or higher (out of a maximum of 5.0). This overall rating takes into consideration the annual assignment weightings for each of the three areas.
- A PTR performance rating of "*Meets Expectations*" is warranted if the average OVERALL RATING in the faculty member's annual performance evaluations over the 5-year PTR evaluation period is between 3.0 and 3.999 inclusive (out of a maximum of 5.0). This overall rating takes into consideration the annual assignment weightings for each of the three areas.
- A PTR performance rating of "*Does Not Meet Expectations*" is warranted if the average OVERALL RATING in the faculty member's annual performance evaluations over the 5-year PTR evaluation period is between 2.0 and 2.999 inclusive (out of a maximum of 5.0). This overall rating takes into consideration the annual assignment weightings for each of the three areas.
- A PTR performance rating of "*Unsatisfactory*" is warranted if the average OVERALL RATING in the faculty member's annual performance evaluations over the 5-year PTR evaluation period is 1.999 or lower (out of a maximum of 5.0). This overall rating takes into consideration the annual assignment weightings for each of the three areas.

The OVERALL RATING in the faculty member's annual performance evaluation is the SUM of the faculty annual-assignment-weighted ratings of WEIGHTED RESEARCH RATING, WEIGHTED TEACHING RATING, and WEIGHTED SERVICE RATING.