

## **Post Tenure Review Criteria-Department of Finance**

For the purpose of post tenure review (PTR), an individual faculty will be evaluated as follows:

1. Meets Expectations for research is achieved if the faculty has published at least 2 peer-reviewed articles over the past 5-years.
2. Meets Expectations for teaching is achieved if the average annual evaluation rating is a minimum of 3 (out of 5) for teaching over the past 5 years.
3. Meets Expectations for service is achieved if the average annual evaluation rating is a minimum of 3 (out of 5) for service over past 5-years.

Alternatively, faculty can provide qualitative measures of performance in each of the areas of teaching and service (as outlined in the University and College P&T document as “Indicators of Good Performance”) to the PTR Advisory committee for evaluation. The PTR Advisory committee may assign a Meet Expectations rating after taking into account the qualitative measures.

If a faculty’s weighted average rating across the three categories (research, teaching, and service) is at least 3, the faculty will be evaluated as having met expectations for the purpose of PTR for that evaluation period. In this calculation, i) the weights used will be the 5-year averages of the faculty annual assignment to each of the categories up to and including the most recent academic year, and ii) Meeting Expectations for research will be equivalent to a rating of 3.

“Exceeded Expectations:” A faculty will be considered as having exceeded expectations for the purpose of PTR for the evaluation period under consideration if two of the three categories (research, teaching, and service) equal or exceed an average annual evaluation rating of 4. For Research, any of the following will achieve an average annual evaluation rating of 4:

- three publications in journals rated 3 in the AJG (or equivalent) over the past 5-years,
- one publication in journals rated 4 in the AJG (or equivalent) and two other publications over the past 5-years, or
- one publication in a journal in the FT50 list or in journals rated 4\* in the AJG (or equivalent) over the past 5-years.

Alternatively, a faculty can provide qualitative measures of performance in each of the areas of teaching and service (as outlined in the University and College P&T document as “Indicators of Exceptional Performance”) to the PTR Advisory committee for evaluation. The PTR Advisory committee may assign an Exceeded Expectations rating after taking into account the qualitative measures.

“Does Not Meet Expectations” is assigned if the criteria for Exceeds Expectations or Meets Expectations is not met and evidence supporting an Unsatisfactory rating is absent. A Performance Improvement Plan (PIP) must accompany this rating.

“Unsatisfactory” is assigned when there is lack of progress towards the accomplishment of PIP goals within the agreed upon timeframe, and/or performance involves incompetence or misconduct as defined in applicable university regulations and policies.