

ITOM Post Tenure Review (PTR) Criteria (**Adopted: 9/5/2024**)

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

- A PTR performance rating of “*Exceeds Expectations*” is achieved if the average OVERALL RATING in the faculty member's annual performance evaluations over the 5-year PTR evaluation period is greater than or equal to 4.0 (out of a maximum of 5.0)
- A PTR performance rating of “*Meets Expectations*” is achieved 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)
- A PTR performance rating of “*Does Not Meet Expectations*” in a specific area (teaching, research, or service) is received if the average of that area's rating (TEACHING RATING, RESEARCH RATING, or SERVICE RATING) in the faculty member's annual performance evaluations over the 5-year PTR evaluation period is below 3.0 (out of a maximum of 5.0).
- A PTR performance rating of “*Unsatisfactory*” is received if there is a failure to meet mutually agreed upon *Performance Improvement Plan* expectations within the agreed upon timeframe following a rating of “*Does Not Meet Expectations*”, or a rating of “*Unsatisfactory*” is received if performance involves incompetence or misconduct as defined in applicable university regulations and policies. Only the Department Chair, Dean of the College of Business, or University Provost can assign this rating.

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