

SOA Post-Tenure Review Criteria

Exceeds Expectations is achieved if the greater of 1) the average overall rating in the annual evaluations over the past five years, or 2) the revised average overall rating from the annual evaluations over the past five years, where a 4 is substituted for the research rating each of the five years when the faculty member publishes at least two peer-reviewed articles in leading journals over the past five years, is 4.0 or higher.

Meets Expectations is achieved if the greater of 1) the average overall rating in the annual evaluations over the past five years, or 2) the revised average overall rating from the annual evaluations over the past five years, where a 3 is substituted for the research rating each of the five years when the faculty member publishes at least two peer-reviewed articles over the past five years, is 3.0 or higher, and does not meet the criteria for Exceeds Expectations.

Does Not Meet Expectations is assigned if the criteria for Exceeds Expectations or Meets Expectations is not met, and Unsatisfactory rating is not appropriate.

Unsatisfactory is assigned when 1) there is lack of progress towards the accomplishment of Performance Improvement Plan goals within the agreed upon timeframe, and/or 2) performance involves substantiated misconduct as defined in applicable university regulations and policies.

Approved by School of Accounting Faculty, October 2, 2024