**ALTERNATIVE PROCEDURE FOR COMPLETING POST-TENURE REVIEW** *(from Goddard post-tenure review document—yellow highlighted language is proposed additional language)*

In 2014-15, WSU created a program called the Performance Compensation Plan (PCP). This plan allows faculty who have held the rank of full professor for at least a specified threshold of years to apply for a permanent raise.

The application process requires that faculty provide a detailed report of their teaching, scholarship and service over the most recent five years. In order for the faculty member to be eligible for the raise, the faculty member’s record must be sufficient so that the faculty member would again earn promotion to full professor. The department chair and dean evaluate that record and write letters indicating whether it would qualify the faculty GSBE Post-Tenure Review Policy Page 5 of 5 member for promotion to professor. The provost makes the final decision on which university faculty are awarded raises.

Faculty who apply for the PCP shall be considered to have passed their five-year post tenure review if the chair and the dean both state in their letters that the faculty member has met the standard for the raise.

Faculty who apply for PCP but do not receive positive reviews from the chair and/or dean will not automatically be deemed to have undergone a post-tenure review. However, if the chair and the dean agree that the faculty member meets the requirements for a successful post-tenure review according to the standard criteria, the dean will write a letter indicating that fact, and the faculty member will be deemed to have passed a post-tenure review.

Even if the chair and/or dean do not support the PCP application, the faculty member will be deemed to meet the post-tenure review standards if the provost awards him/her a PCP.

The lack of support regarding post-tenure review from the chair and/or dean shall not be deemed a failure of the faculty member to pass a post-tenure review. Instead, those faculty who do not receive post-tenure review support from the chair and dean will undergo reviews at their designated times according to the other sections of this post-tenure review document. If the designated year of review is the current academic year, the post-tenure review must occur before the end of that academic year.