

MEMORANDUM

To: Board of Trustees
From: Patrick Wolfe, Provost and Systemwide Chief Academic Officer
Sunil Prabhakar, Executive Vice Provost
Cc: Mitch Daniels, President
Chris Ruhl, EVP, Treasurer and Chief Financial Officer
Re: Approval of Post-Tenure Review Process for Tenured Faculty
Date: October 5, 2026

Purpose. The purpose of this memo is to request that the Board of Trustees approve the post-tenure review process for tenured faculty members set forth in (i) the revised standard on Performance Reviews for Tenured, Tenure-Track, Clinical/Professional and Research Faculty (S-4), attached hereto as Exhibit A (the “Standard”), and (ii) the accompanying Operating Procedures for Faculty Performance Reviews, attached hereto as Exhibit B (the “Operating Procedures”).

Background. Indiana Code 21-38-3.5 requires the board of trustees of each state educational institution to establish a post-tenure review process for tenured faculty members that measures productivity and that includes, at a minimum, the faculty member’s teaching workload, the total number of students taught at the undergraduate and graduate levels, the time spent on instructional assignments and overseeing graduate students, and the faculty member’s research and creative scholarship productivity. The statute further requires that a faculty member who does not meet the institution’s productivity requirements be placed on probation. This process is in addition to the review of tenured faculty members described in Indiana Code 21-39.5-2.

Pursuant to these requirements, the Office of the Provost has revised the Standard and developed the Operating Procedures to establish a single, system-wide process for annual faculty performance reviews and post-tenure reviews. The principal features of the post-tenure review process are as follows:

Review Cycle and Basis. Each tenured faculty member will complete a post-tenure review within three years of being granted tenure and every three years thereafter. The review is based on the faculty member’s three most recent annual performance reviews and disciplinary record, if any. Annual reviews are conducted against criteria developed by each dean, approved by the Provost or the applicable Vice Chancellor for Academic Affairs, that incorporate the statutory productivity measures and establish a discipline-specific minimum level of productivity.

Ratings and Levels of Review. The department head assigns an initial rating of either “Meets Minimum Post-Tenure Productivity Standards” or “Does Not Meet Minimum Post-Tenure Productivity Standards.” A rating of “Does Not Meet” is assigned only where the faculty member has received an annual rating of “Does Not Meet Minimum Productivity Standards” in one or more of the past three years and has not satisfied the resulting performance improvement plan. Any such rating is reviewed in turn by the dean, who is advised by a faculty peer committee (the Post-Tenure Review Advisory Committee); by the Vice Chancellor for Academic Affairs and Chancellor for regional campus faculty; by the Provost; and by the President, whose rating is final.



The review concludes at any level at which the faculty member is found to meet the standards, and the faculty member receives the complete record and may submit a written response before the matter advances beyond the dean.

Consequences and Reporting. A faculty member who receives a final rating of “Does Not Meet” will be placed on probation and issued a performance improvement plan, and may be subject to other corrective or disciplinary action as provided in the Standard. The Provost will provide the Board of Trustees with relevant information on tenured faculty reviews for purposes of compliance with state law.

Request. In accordance with the foregoing, your approval of the post-tenure review process set forth in the Standard and the Operating Procedures, to be effective October 8, 2026, as part of the October Consent Agenda is respectfully requested.