

<p>ANNUAL PERFORMANCE REVIEW, TENURE PROGRESS REVIEW AND POST-TENURE REVIEW PURPOSE</p>	<p>ANNUAL PERFORMANCE REVIEW,</p>
<p>The University of South Carolina's mission as a major teaching and research institution is founded on the teaching, research (including creative activities), and service efforts of a strong and dedicated faculty. Affirming its commitment to tenure as essential to its mission, the university supports faculty in reaching their maximum professional development and assuring their full contribution to the academic life of the institution.</p> <p>To further these goals, the university adopts annual performance, tenure progress, and post-tenure review policies to recognize and reward faculty for superior achievement, and to in professional growth and development.</p> <p>2. The review on teaching must incorporate student evaluations. Peer evaluations will be included for non-tenured faculty.</p> <p>3. In each category the process must identify those faculty members whose level of performance is superior.</p> <p>4. The annual review of faculty in a development plan as defined in Section 5 of “Outcomes in Annual Performance Review and Post-Tenure Review” shall be undertaken with reference to the goals and timetables in the development plan.</p>	<p>The University of South Carolina's mission as a major teaching and research institution is <i>founded on the teaching, research (including creative activities), and service efforts of a strong and dedicated faculty</i>. Affirming the university’s commitment to tenure and academic freedom, annual performance reviews of all faculty are to be aimed at faculty development, and each unit’s review process and standards must be developed and approved by the faculty of the unit. Annual performance reviews must be conducted according to standards that protect tenure, academic freedom, and the quality of education. An annual written performance review is required for all tenure-track and professional-track faculty.</p> <p>Annually, each faculty member, including tenured faculty and those in departmental administrative positions, must receive a written review that provides specific evaluative information and an administrative assessment of the faculty member’s performance in the categories of teaching, research/creative activities, and service. The review should be sufficiently detailed to aid the faculty member in professional growth and development.</p> <p>The review on teaching must incorporate student evaluations. Peer evaluations will be included for teaching faculty, regardless of track or rank, when available.</p> <p>Each academic unit must define its annual performance review procedures, including the unit’s schedule. These procedures must define the roles of the administration and faculty peers in the annual performance review. Each</p>

	academic unit should state in its annual performance review procedures whether and how progress toward unit criteria for promotion and/or tenure will be addressed in the unit's annual performance reviews.”
--	---