

- The past five years of annual evaluations: If a faculty member has been receiving evaluations that indicate outstanding every year, they cannot be determined to be

involves incompetence or misconduct as defined in university regulations and policies. A faculty member who has received an overall unsatisfactory annual evaluation during two or more of the previous five years or unsatisfactory performance in two or more areas of assignment over three of the last five years of the review period may be deemed unsatisfactory. Demonstrates a consistent pattern of failing to perform duties assigned by the University or sustained violations of applicable state and federal law and applicable published College, University, and Board of Governors regulations, policies, and procedures.

WGSS will translate the university-mandated annual evaluation rating categories (a 5-point scale) to accommodate the state-mandated post-tenure review categories (a 4-point scale) separately for research, teaching and service. Faculty who are evaluated as having "exceeded expectations" in all three areas will receive a final overall rating of "exceeds expectation (1)." This translation is based on the WGSS department's university-approved Tenure and Promotion document and the WGSS department-approved Faculty Annual Review Guidelines.

Tenured faculty members with a research assignment in the Department of Women's, Gender, and Sexuality Studies are expected to demonstrate a record of high-quality scholarship during the period under review, whether single-/co-authored or single-/co-edited.

Faculty members in WGSS have a choice to be reviewed for Tenure and Promotion under either the School of Social Sciences or the School of Humanities in the College of Arts and Sciences because of the interdisciplinary nature of WGSS. As these disciplines differ in terms of research expectations, faculty undergoing post-tenure review also may choose to be evaluated using the Schools of Social Sciences or Humanities expectations as discussed in our Tenure and Promotion document.

Evidence of productive scholarship can include effort in production or process including the preparation, submission, revision, data collection/analysis, presentation, and/or publication of work. For works in progress, such as book manuscripts or multiple-year grants, faculty members will be given significant latitude. Evidence also

- Invited or peer-reviewed conference presentations
- National or international awards, honors, fellowships, institutional appointments, etc.
- Invited work in journals or national or international contexts, including plenaries, symposia, assemblies, etc.
- Work produced in collaboration with scholars/researchers in other countries or with scholars/researchers working externally to the University of South Florida
- Reprints of previously published work, such as journal articles reprinted as book chapters
- Editorships of national or international journals or publishers
- Editorial board service for national and international journals or publishers
- Guest editing for special issues of journals
- Organizing or planning national or international conferences or conference programs for the discipline or sub-discipline(s)
- Doing program reviews and/or evaluations for national and international organizations
- Contracts, consultancies, reviews for national or international organizations

Post-tenure review of research will be based on a holistic evaluation of the faculty member's previous five years of research activities and a five-year average of the faculty member's research assignment. As the WGSS Tenure and Promotion document states, scholarly articles are usually 8000-10,000 words, and monographs are typically 90,000 – 100,000; items particularly shorter or longer than average should be noted and considered as part of the well-rounded program of research. The Department chair will be given latitude in discerning substantial differences in effort between, for example, a book manuscript and a journal article. Faculty members should discuss edited works, such as special issues or anthologies, with the FEC and/or department chair well in advance of post-tenure review to agree on equivalence(s) to other published work. At post-tenure review, only the department chair may evaluate the value of products shorter or longer than the average length of journal articles, chapters, or manuscripts; however, the chair should not deviate from the evaluation of those works which were previously assessed as part of the

2. Meets Expectations: A faculty member will have met expectations by participating in 5-6 of the above activities, including a book manuscript (published or in process, edited or not), and/or 2 or more journal articles or book chapters, and/or 1 external grant, over the five-year period under review.
3. Does Not Meet Expectations: A faculty member does not meet expectations if the faculty member's scholarly performance results in only 1-4 of the above activities over the five-year period under review.
4. Unsatisfactory: A faculty member's research performance is unsatisfactory if they fail to engage in any of the above activities over the five-year period under review.

Tenured faculty in the Department of Women's, Gender, and Sexuality Studies are expected to fulfill all of their basic teaching obligations with integrity, to meet departmental teaching needs, and to provide rigorous and up-to-date courses to their students. Reviewing the teaching record of a tenured faculty member for post-tenure evaluation must account for the five-year average of their teaching assignment, unusually heavy teaching loads such as teaching large classes, required classes, or intensive classes, and other extraordinary circumstances of teaching.

As the WGSS Tenure and Promotion document notes, because research has established that student evaluations of teaching may be biased against women faculty and faculty of color, average E8 scores that are no more than .25 lower than college averages may be reconsidered based upon other measures of quality instruction, including but not limited to: peer evaluations, reviews of teaching portfolios, and faculty reflections.

Per the WGSS Faculty Annual Evaluation Guidelines, factors to consider when assessing a faculty member's post-tenure teaching record include, but are not limited to:

Meeting Department Needs

- Teaching courses that fulfill General Education, major or minor, and/or graduate requirements
- Teaching large-enrollment courses or in multiple modalities
- Curriculum development, new courses, course proposals, including developing proposals that will meet 0912 0 612 792 /Span /MCID 19/Lang (en-US) BDC q0.00000912 0 612 792 reV

- Course materials that are organized, thorough, and well-presented
- Course content that is rigorous and appropriate to the level of the course
- Support to at-risk or underrepresented students

Mentoring

- Involvement in one-on-one instruction and/or mentoring as appropriate to position (directing/serving on thesis committees, portfolio committees, directing internships, directed readings, advising, etc.)
- Supervising graduate teaching assistants
- Participation in course observation, as observer or observed
- Individual student mentoring, including career and graduate school guidance, letters of recommendation, and other emotional labor

Instructional Professional Development

- Innovative methods
- Significant course revisions
- Leading or participating in teaching workshops/seminars
- Publication or conference presentations on pedagogy

A tenured faculty member under post-tenure review can expect to be evaluated on teaching as follows:

1. Exceeds Expectations: A faculty member demonstrates excellence in 3 or more of the categories above with pedagogical activities in multiple (though not all) sub-categories and maintains a 5-year average E8 student evaluation rating that exceeds the college average over the period under review.
2. Meets Expectations: A faculty member demonstrates excellence in 2 categories above with pedagogical activities in multiple sub-categories and maintains a 5-year average E8 student evaluation rating that meets or exceeds the college average over the period under review.
3. Does Not Meet Expectations: A faculty member has fulfilled all the basic teaching obligations over the five-year period under review but may be providing courses that need more rigor, organization, or updating. There may be evidence of not meeting department or student needs, and the faculty member's 5-year average E8 student evaluation rating

Post-

engagement and evidence of leadership within at least two of the other 3 categories of service over the post-tenure period under review.