

**UNIVERSITY OF NORTH TEXAS  
DEPARTMENT OF ACCOUNTING  
Post-Tenure Review Process  
(Adopted February 18, 2000)**

The merit evaluation process of the Department of Accounting is performed annually by the Personnel Committee. The Committee evaluates each faculty member on their individual performance in the areas of Teaching, Research, and Service. Each faculty member receives a ranking in each of the evaluated areas and an overall performance ranking. These rankings are categorized as follows, on a 1 to 10 scale.

Outstanding	9.0 to 10.0
Very Good	8.0 to less than 9.0
Good	7.0 to less than 8.0
Satisfactory	5.0 to less than 7.0
Unsatisfactory	Below 5.0

Tenured faculty members are subjected to the University Post Tenure Review Process if they receive an overall ranking of "Unsatisfactory" in an annual evaluation. The final ranking used to determine whether a faculty member is subjected to the Post Tenure Review Process is the ranking which results from the reconciled views of the Personnel Committee and the Department Chairperson.

In accordance with the University of North Texas Faculty Handbook, a Near-Term Professional Development Plan should be formulated within six weeks after a tenured faculty member first receives an overall ranking of "Unsatisfactory" in an annual evaluation. If a tenured faculty member receives a subsequent overall ranking of "Unsatisfactory" in any one of four successive annual performance evaluations, the Faculty Handbook identifies procedures to be followed to determine if participation in a Comprehensive Professional Development Plan is required.

Merit evaluation procedures, including dimensions to be considered and criteria to be used, are contained in the document, Personnel Evaluation & Faculty Workload Policy, Department of Accounting.

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