: a clear and significant level of accomplishment beyond the average performance of faculty across the department. Must have a sustained and satisfactory professional conduct and performance of academic responsibilities and compliance with state law. Board expected level of accomplishment compared to fa

	has coauthored a published article or conference presentation.
Significant mentorship of undergraduates	Has at least one undergraduate student involved in their program of research, or has written at least 10 reference letters for undergraduate students in the past year
National/international impact on aging studi instruction	At least one publication or conference on instruction, USF or national awards for teaching or mentorship, or service on national committees focused on aging studies instruction
Contribution to curriculum development	Service on curriculum revision committee, produces draft curriculum revision documents, new development or substantial revision of face-to-face course, or new development or substantial revision of web-based courses
Noncredit aging studies instruction	Training grants, CE workshops or presentations, or planning committees for CE workshops

Ratings for this area arebased on an average annually over the last five years

Ratings	PTR Score	Criteria for Consideration
Exceeds Expectations	1	Faculty member should meet at least six of the above preferre indicators of excellence.
Meets Expectations	2	Faculty member should meet at least four of the above preferr indicators of excellence.
Does Not Meet Expectations	3	Faculty member only met on average annually three of the ab preferred indicators of excellence.
Unsatisfactory	4	Faculty member only met on average annually one of the pref indicators of excellence.

Ratings for this area arebased on fiveyear average annually and effort of 35% in research (efforts that are more or less will be weighted accordingly)

Ratings	PTR Score	Criteria for Consideration
Exceeds Expectations	1	Faculty member should meet on average annually all four of t above required indicators of excellence, and at least two of the preferred indicators of excellence. .
Meets Expectations	2	Faculty member should meet on average annually two of the above required indicators of excellence, and at least two of the preferred indicators of excellence.
Does Not Meet Expectations	3	Faculty member only met on average annually two of the abov required indicators of excellence and no preferred indicators of excellence.
Unsatisfactory	4	Faculty member only met on average annually one of the requ indicators of excellence.

Service:
Posttenure review of service will be based on the previous five years of evaluations and assignment for each year. The posttenure review evaluation will be provided as one cumulative evaluation of the fiveyear period.

Indicators of excellence	Means of evaluation
Service to the School	Membership on at least one SAS Committe including the Faculty Evaluation Committee
Service to the College or University	Service on at least one College or Universit Committee, or engaging in faculty governance such as membership on Faculty Council or Faculty Senate
Service to the profession	Reviewing for at least one scholarly journal grant review, or serving as External Reviewer for at least one candidate for Tenure and Promotion or Awards
Exceptional service to the School, College, University	Chairing a SAS, College, or University Committee
Strong service to the profession	Serving on committees for professional or scientific societies, or external reviewer for a candidate for tenure or promotion at another university, or on an Editorial Board

Post Review Information and Process for Recognition

Each faculty member who receives a final performance rating of “unsatisfactory,” for their overall performance, shall receive a notice of termination from the Provost. The faculty member will be afforded a 12-month non-renewal period of their tenured appointment.

Final decision regarding post-tenure review may be appealed under university regulations or collective bargaining agreements.

Exceptions to the Post-Tenure Review Process

Tenured faculty who provided written notice to Director of the School of Aging Studies of their intent to leave the University of South Florida at the end of the academic year or those who are resigning with a delayed date in the subsequent academic year may not be required to participate in the post-tenure review process. Tenured faculty in the process of a comprehensive promotion review may also not be required to participate in the post-tenure process. Tenured faculty in administrative roles are to be evaluated annually as outlined in the appropriate performance guidelines and therefore not subject to post