

A stylized illustration of a lighthouse on the left side of the slide, with yellow sun rays emanating from behind it. The lighthouse is light blue with a white top section. The sun rays are thick and yellow, creating a bright, glowing effect.

Demystifying the PMYR*

(*Periodic Multi-Year Review)

PMYR is...

...for tenured faculty and librarians on continuing appointment

...to be conducted every seven years after tenure

...conducted to assess that tenured faculty continue their high level of performance and are effective in teaching, research, and service

...*not* a disciplinary process or action

PMYR is scheduled to occur every **7** years after tenure is awarded

Exceptions:

- Persons retiring within three years may request a waiver
- Persons who were promoted from Assoc Prof to Prof may substitute that review unless it has been more than 7 years since they were promoted to Assoc Prof
- Persons in fulltime admin role (e.g., chair, assoc. dean) may request to delay their PMYR
- Persons on a leave without pay for one year or more may request to delay their review until they return to payroll (note that sabbaticals are not unpaid leaves)

Details of the process

- Faculty member submits a statement of no more than 2000 words and their current CV to their dept chair (due in early February)
 - Statement summarizes their teaching, research and service over the last 7 years (or since their last multi-year review)
- Chair provides the statement, CV, and AFRs for prior 6 yrs to DPC
- DPC reviews materials and recommends Category 1 or 2 to chair
- Chair reviews materials and recommends 1 or 2 to dean
- Dean reviews materials and prior recommendations and concurs with them OR works with prior levels to assign final Category 1 or 2
- Dean reports outcome to Provost (due in early May)

Category 1 = progress is satisfactory

Category 2 = improvement is needed

- Faculty member needs to make significant changes in their work to improve performance
- Changes can be in any/all three areas (teaching, research, service) as supported by materials
- Chair meets with faculty member to discuss a development plan to improve identified area of performance

\$\$ Development funding available!

\$\$

- The Provost annually allocates \$2500 to each college for each faculty member who has completed a PMYR review in the prior year (or has been promoted in lieu of the PMYR)
- Faculty who have undergone the review have up to two years to request to use the funds for professional development
- Funds do not rollover after year 2

Librarians:

- PMYRs are to be conducted every 7 years after receiving continuing appointment
- Promotions from Librarian 3 to Librarian 4 may be substituted for the PMYR
- Librarians submit a report of up to 2500 words summarizing their principal activities
- Outcome categories are:
 - ACCEPTED
 - ACCEPTED w/ COMMENTS or SUGGESTIONS
 - REVISED

Questions?

Resources:

- Office for Faculty Development
- Your Chair or Asst Dean can help you with eligibility questions or to access the development funding once you've completed your review

