



Massachusetts Society of Professors

PERIODIC MULTI-YEAR REVIEW(PMYR) WORKSHOP

October 2021

Format of Meeting

- Please do not record or photograph the meeting.
- Please stay on mute unless called on to speak.
- We will take questions at the end of the slide show. Please use “Raise Hand” function (found in the Reactions tab).
- Workshop materials have been posted on the MSP website (umassmsp.org).
- If you have questions about your individual situation please email them directly to: msp@umass.edu. All queries to the union are confidential.

Agenda

1. Purpose & Principles of PMYR
2. Timelines
3. Review Materials
4. Funding
5. Statement Hints
6. Process
7. Your Rights

Purpose & Principles of Period Multi-Year Review

- Adopted to address external concerns for accountability
- Designed as developmental – not punitive
- Upholds integrity of tenure and academic freedom
- Allows for self-assessment of interests/capabilities over multiple years
- Fosters continued professional development and/or changes in direction of work
- Provides modest funds upon approval

Timelines

- Occurs every 7 years for tenured faculty members
- Promotion to Full Professor substitutes for PMYR

Periodic Multi-Year Review Timelines

Faculty members who are scheduled for Periodic Multi-Year Review during Academic Year 2021-2022 submit review materials (statement & CV) to the department head/chair

January 21, 2022

Department Personnel Committee reviews PMYR materials

Due date set internally

Dean submits the college's 2021-2022 Annual Periodic Multi-Year Reports (PMYRs) to the Provost's Office via Box upload.

August 17, 2022

Review Materials

CANDIDATE SUBMITS:

- Statement
- Updated Curriculum Vitae

DEPARTMENT CHAIR/HEAD SUPPLIES:

- Teaching Evaluations (from previous 6 years)
- Annual Faculty Reports (from previous 6 years and current year)

Funding

1. College Developmental Funds (\$2000)
 - Request is made as part of PMYR process
 - Funds also available to those promoted to Full in previous year
 - Funds disbursed in the Fall following review
2. [Center for Teaching & Learning Funds](#) (grants up to \$3000)
 - Candidates invited to apply in the Fall semester following PMYR
 - Submit proposal for project that enhances teaching effectiveness
 - One year to use the funds, beginning December 2022

PMYR Statement Hints

- Not to exceed 2500 words (average is 1000-2000)
- Cover activities since last PMYR or promotion review & future goals
- Be complete but don't spend too much time on past activities
- Emphasize future plans and how you plan to achieve goals
- Can articulate new initiatives or a change in the direction of work
- Statement should articulate how you will use college development funds (e.g., fund research or projects, purchase equipment, RA/TA)
- Be clear if you intend to use funds over a time period longer than the AY in which they are allocated to you

Process

- Process done outside APWS
- Candidate completes funding request form, supplies statement & CV
- Department Chair supplies teaching evaluations & AFRs
- DPC and Department Chair each review and recommend statement be either ACCEPTED or REVISED
- If DPC/Dept. Chair both recommend to accept statement and Dean agrees then the review is concluded

THIS IS WHERE THE PROCESS ENDS FOR MOST FACULTY MEMBERS

Process if Statement Revisions Suggested

- DPC/Dept. Chair meet with candidate to discuss how to revise the statement
- If no agreement reached, case is referred to an appeals committee who works with the DPC, Chair and candidate to draft a statement

**REVISED STATEMENT CANNOT IMPINGE
ON ACADEMIC FREEDOM**

Your Rights

- Notification of impending review (due prior spring)
- Copies of recommendations at each level and decision
- Right to request alteration of timing of review
- Right to developmental funds following successful review
- Acknowledgement that interest and abilities of faculty members may change over time and that responsibilities can be met in varied and changing ways
- Assured protection of academic freedom & right to full and free inquiry
- PMYR cannot be used for disciplinary reasons



Questions?

Please use the “raise hand” function under the Reactions tab in zoom so you can be recognized to ask your question