

Periodic Multi-Year Review (PMYR)

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Introduction

The University of Massachusetts implemented Periodic Multi-Year Review (PMYR) of tenured faculty (post-tenure review) during academic year 1999-2000 at Amherst, Boston, Dartmouth and Lowell and at Worcester in 2008-2009. The goal of PMYR is to maximize the performance and productivity of the University's most important resource: the tenured faculty. The PMYR process is intended to assure that the talents of each faculty member are invested in such a way as to serve best the interest of the institution, the students and the faculty member. PMYR is a means to evaluate the current work and activity of each tenured faculty member using reasonable and appropriate standards and to develop a program for future professional development activities appropriate to the individual and the institution.

Periodic Multi-Year Review occurs on a seven year cycle following the award of tenure; if a review for promotion occurs within that cycle, the first PMYR occurs seven years following the promotion review. Faculty members may waive the review if they intend to retire within three years of being notified of their review. Deferments are given for faculty members who are serving in an administrative capacity, as department chair, or on leave.

The Periodic Multi-Year Review process requires the faculty member to submit a detailed personal statement, with supporting documentation, of his/her professional activities in the areas of research, teaching, and service during the years under review. The statement also must include a statement of goals and approach to achieving those goals in the coming seven years.

The Faculty of the University of Massachusetts

Obtaining a tenure-track position in a major research university is an extremely competitive process. For the 170 tenure-track position advertised in 2018-2019, the University received an average of 288 applications. Once hired into the tenure track, faculty are not guaranteed tenure.

PMYR Policies at the University of Massachusetts

Each campus of the University of Massachusetts developed its own PMYR policy within a set of broad guidelines and expectations promulgated by the President's Office. Every policy includes a self-assessment by the faculty member which is reviewed by departmental/college personnel committees, the department chair, and the dean of the school or college. Each policy requires tenured faculty to undergo a PMYR every seven years unless the faculty member gives written notice of his or her intention to retire within three years of receiving notification of a PMYR. Each process includes professional development opportunities for faculty, and requires professional development plans for faculty whose performance is deemed unsatisfactory or whose plans require significant revision.

Outcomes of the PMYR Process in 2018-2019

1. Number and percent of faculty reviewed

In September 2018, there were 1,824 tenured faculty across the five campuses, about half (55%) of them at the rank of Full Professor (Table 1). Two hundred and seven, or ~11%, of these faculty were notified that they would undergo a PMYR in 2018-2019 (Table 2). Of this number, 21 (Table 3) had the PMYR review waived upon notification of their intention to retire within three years. Another 36 had the PMYR waived due to promotion review, administrative appointments, leaves of absence, health reasons, or sabbaticals.

Table 1.

	Tenured Faculty by Rank, September 2018						
	<i>Total</i>	<i>Full</i>	<i>Assoc</i>	<i>Asst</i>	<i>Full</i>	<i>Assoc</i>	<i>Asst</i>
Amherst	810	478	331	1	59.0%	40.9%	0.1%
Boston	362	126	235	1	34.8%	64.9%	0.3%
Dartmouth	218	120	97	1	55.0%	44.5%	0.5%
Lowell	284	146	138	0	51.4%	48.6%	0%
Worcester	150	128	22	0	85.3%	14.7%	0%
System	1824	998	823	3	54.7%	45.1%	0.2%

Table 2.

	Notified of Review in 2018-2019						
	<i>Total</i>	<i>Full</i>	<i>Assoc</i>	<i>Asst</i>	<i>Full</i>	<i>Assoc</i>	<i>Asst</i>
Amherst	100	68	32	0	68%	32%	0%
Boston	39	15	24	0	38%	62%	0%
Dartmouth	20	7	13	0	35%	65%	0%
Lowell	29	16	13	0	55%	45%	0%
Worcester	19	16	3	0	84%	16%	0%
System	207	122	85	0	59%	41%	0%

Table 3.

	Faculty notified of 2018-2019 Review	Reviews waived due to...			
		<i>Impending Retirement</i>	<i>Promotion Review</i>	<i>Other Reasons</i>	<i>Total</i>
					<i>Waivers</i>
Amherst	100	15	6	14	35
Boston	39	3	2	7	12
Dartmouth	20	3	5	0	8
Lowell	29	0	0	0	0
Worcester	19	0	1	2	2
System	207	21	14	22	57

In the end, 154 faculty, or 8.4 percent of the tenured faculty, completed the PMYR process in 2018-2019. Of this number, 96 (62 percent) were full professors and 58 (38 percent) were associate professors (Table 4).

Table 4.

	Reviewed in 2012-2013						
	<i>Total</i>	<i>Full</i>	<i>Assoc</i>	<i>Asst</i>	<i>Full</i>	<i>Assoc</i>	<i>Asst</i>
Amherst	65	49	16	0	75%	25%	0%
Boston	27	10	17	0	37%	63%	0%
Dartmouth	12	3	9	0	25%	75%	0%
Lowell	31	18	13	0	58%	42%	0%
Worcester	19	16	3	0	84%	16%	0%
System	154	96	58	0	62%	38%	0%

2. Results of PMYR process

Of the 152 faculty to undergo a PMYR, 152 were categorized as having met the criteria for PMYR [“Statement Accepted” (Amherst, Lowell, Worcester), “Category I” (Boston), “Excellent sustained performance” or “Generally satisfactory performance with no need for improvement” (Dartmouth)]. These ratings suggest that the faculty member, in consultation with his/her department chair and others, proposed an outline of activity that was acceptable to all concerned. It does not suggest that there were no areas for improvement but, rather, that all parties were in agreement on the proposed plan for the years ahead.

No faculty were categorized as “Statement Revised” at the Amherst, Lowell, or Worcester campuses. Two faculty members were categorized as Category II at the Boston campus. No faculty from the Dartmouth campus received a rating of “Generally satisfactory performance – needs improvement” or “Deficient performance.”

The 2018-2019 cycle included 80 faculty members undergoing a PMYR seven years removed from their last review. The 71% were full professors continuing their careers on the trajectories laid out in the previous PMYR. The others were associate professors not promoted during the time interval.

PMYR continues to be an effective component of faculty career development. The majority of participants are full professors continuing productive careers. Over the past five cycles (2014-2015 through 2018-2019) approximately 46% (826 faculty) of the total tenured faculty participated in PMYR.