



Massachusetts Society of Professors

PERIODIC MULTI-YEAR REVIEW(PMYR) WORKSHOP

October 2022

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

Department Head/Chair notifies candidates who are scheduled for Periodic Multi-Year Review during Academic Year 2022-2023	April 29, 2022
Faculty members who are scheduled for Periodic Multi-Year Review during Academic Year 2022-2023 submit review materials (funding request form, statement & CV) to the department head/chair	February 1, 2023
Department Personnel Committee reviews PMYR materials	Due date set internally
Dean submits the college's 2022-2023 Annual Periodic Multi-Year Reports (PMYRs) to the Provost's Office via OneDrive upload.	August 15, 2023

Review Materials

CANDIDATE SUBMITS:

- PMYR Funding Request Form
- 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

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
- Assured protection of academic freedom & right to full and free inquiry
- PMYR process cannot be used for disciplinary reasons

Outcomes of 2020-2021 PMYR (Amherst)

- 96 faculty notified of review
 - 9 waived due to impending retirement
 - 8 waived due to promotion to full review
 - 7 waived for other reasons
- 72 faculty reviewed

* Of the 125 faculty to undergo PMYR system-wide, only one received a rating of “deficient performance” (Dartmouth campus category) *