

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 57 tenure-track position advertised in 2020-2021, the University received an average of 88 applications per position. 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 2020-2021

1. Number and percent of faculty reviewed

In September 2020, there were 1,859 tenured faculty across the five campuses, about half (~55%) of them at the rank of Full Professor (Table 1). One hundred and sixty one, or ~9%, of these faculty were notified that they would undergo a PMYR in 2020-2021 (Table 2). Of this number, 15 (Table 3) had the PMYR review waived upon notification of their intention to retire within three years. Another 26 had the PMYR waived due to promotion review, administrative appointments, leaves of absence, health reasons, or sabbaticals.

Table 1.

Tenured Faculty by Rank, September 2020							
	Total	Full	Assoc	Asst	Full	Assoc	Asst
Amherst	829	487	341	1	58.7%	41.1%	0.01%
Boston	368	129	238	1	35.1%	64.7%	0.3%
Dartmouth	228	122	103	3	53.5%	45.2%	1.3%
Lowell	281	140	141	0	49.8%	50.2%	0%
Worcester	153	135	18	0	88.2%	11.8%	0%
System	101	54.5%	45.2%	0.3%			
	1859	3	841	5			

Table 2.

Notified of Review in 2020-2021							
	Total	Full	Assoc	Asst	Full	Assoc	Asst
Amherst	96	56	40	0	58%	42%	0%
Boston	22	10	12	0	45%	55%	0%
Dartmouth	24	15	9	0	62%	38%	0%
Lowell	8	5	3	0	62%	38%	0%
Worcester	11	10	1	0	91%	9%	0%
System	161	96	65	0	60%	40%	0%

Table 3.

Faculty notified of 2020-2021 Review	Reviews waived due to...				
	<i>Impending Retirement</i>	<i>Promotion Review</i>	<i>Other Reasons</i>	<i>Total</i>	
				<i>Waivers</i>	
Amherst	96	9	8	7	24
Boston	22	2	1	3	6
Dartmouth	24	2	3	3	8
Lowell	8	2	1	0	3
Worcester	11	0	0	0	0
System	161	15	13	13	41

In the end, 126 faculty, or 6.8 percent of the tenured faculty, completed the PMYR process in 2020-2021. Of this number, 77 (61 percent) were full professors and 49 (39 percent) were associate professors (Table 4).

Table 4.

	Reviewed in 2020-2021						
	<i>Total</i>	<i>Ful l</i>	<i>Asso c</i>	<i>Asst</i>	<i>Full</i>	<i>Asso c</i>	<i>Asst</i>
Amherst	72	44	28	0	61%	39%	0%
Boston	16	7	9	0	44%	56%	0%
Dartmouth					62%	38%	0%
h	16	10	6	0			
Lowell	11	6	5	0	55%	45%	0%
Worcester	11	10	1	0	91%	9%	0%
System	126	77	49	0	61%	39%	0%

2. Results of PMYR process

Of the 126 faculty to undergo a PMYR, 125 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. No faculty were categorized as Category II at the Boston campus. No faculty from the Dartmouth campus received a rating of “Generally satisfactory performance – needs improvement” and one received a rating of “Deficient performance.”

The 2020-2021 cycle included 65 faculty members undergoing a PMYR seven years removed from their last review. The 82% 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.