

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.

Note, while UMass Lowell had 24 faculty who were to undergo the PMYR process, UMass Lowell bundles the PMYR process and the AQAD process together. Because of the COVID pandemic the campus visits of the reviewers were cancelled and AQAD postponed. As a result the PMYR of faculty was postponed as well. Thus the numbers below will reflect that the UMass Lowell faculty are not included.

The Faculty of the University of Massachusetts

Obtaining a tenure-track position in a major research university is an extremely competitive process. For the 114 tenure-track position advertised in 2019-2020, the University received an average of 351 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 2019-2020

1. Number and percent of faculty reviewed

In September 2019, there were 1,838 tenured faculty across the five campuses, about half (55%) of them at the rank of Full Professor (Table 1). One hundred and sixty five, or ~9%, of these faculty were notified that they would undergo a PMYR in 2019-2020 (Table 2). Of this number, 16 (Table 3) had the PMYR review waived upon notification of their intention to retire within three years. Another 27 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						
	Total	Full	Assoc	Asst	Full	Assoc	Asst
Amherst	819	478	340	1	58.4%	41.5%	0.1%
Boston	362	126	235	1	34.8%	64.9%	0.3%
Dartmouth	218	122	95	1	56.0%	43.5%	0.5%
Lowell	288	148	140	0	51.4%	48.6%	0%
Worcester	151	129	22	0	85.4%	14.6%	0%
System	1838	1003	832	3	54.6%	45.3%	0.2%

Table 2.

	Notified of Review in 2019-2020						
	Total	Full	Assoc	Asst	Full	Assoc	Asst
Amherst	71	41	30	0	58%	42%	0%
Boston	35	15	20	0	49%	57%	0%
Dartmouth	22	11	11	0	50%	50%	0%
Lowell	24	12	12	0	50%	50%	0%
Worcester	13	11	2	0	85%	15%	0%
System	165	90	75	0	55%	45%	0%

Table 3.

	Faculty notified of 2019-2020 Review	Reviews waived due to...				Total
		<i>Impending Retirement</i>	<i>Promotion Review</i>	<i>Other Reasons</i>	<i>Total Waivers</i>	
Amherst	71		3	5	15	23
Boston	35		2	1	3	6
Dartmouth	22		4	1	2	7
Lowell	24		6	0	0	6
Worcester	13		1	0	0	1
System	165		16	7	20	43

In the end, 98 faculty, or 5.3 percent of the tenured faculty, completed the PMYR process in 2019-2020. Of this number, 55 (56 percent) were full professors and 43 (44 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	46	29	17	0	63%	37%	0%	
Boston	29	12	17	0	41%	59%	0%	
Dartmouth	15	6	9	0	40%	60%	0%	
Lowell	00	00	00	0	0%	0%	0%	
Worcester	8	8	0	0	100%	0%	0%	
System	98	55	43	0	62%	38%	0%	

2. Results of PMYR process

Of the 98 faculty to undergo a PMYR, 97 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. One faculty member was 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 2019-2020 cycle included 79 faculty members undergoing a PMYR seven years removed from their last review. The 68% 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.