**ITOM Post Tenure Review (PTR) Criteria (Revised: 11/5/2023)**

The ITOM Department post-tenure review (PTR) criteria are based on a faculty member’s annual performance evaluationsin the areas of teaching, research (scholarship), and service.

* A PTR performance rating of “Exceeds Expectations” is achieved if the average OVERALL RATING in the faculty member’s annual performance evaluationsover the 5-year PTR evaluation period is greater than or equal to 4.0 (out of a maximum of 5.0)
* A PTR performance rating of “Meets Expectations” is achieved if the average OVERALL RATING in the faculty member’s annual performance evaluationsover the 5-year PTR evaluation period is between 3.0 and 3.999 inclusive (out of a maximum of 5.0)
* A PTR performance rating of “Does Not Meet Expectations” in a specific area (teaching, research or service) is received if the average of that area’s rating (TEACHING RATING, RESEARCH RATING or SERVICE RATING) in the faculty member’s annual performance evaluations over the 5-year PTR evaluation period is below 3.0 (out of a maximum of 5.0)

The OVERALL RATING in the faculty member’s annual performance evaluationis the SUM of the faculty annual-assignment-weighted ratings of WEIGHTED TEACHING RATING, WEIGHTED RESEARCH RATING and WEIGHTED SERVICE RATING.