**SOA Post-Tenure Review Criteria**

**Meets Expectations i**s achieved if the greater of 1) the average overall rating in the annual evaluations over the past five years, or 2) the revised average overall rating from the annual evaluations over the past five years, where a 3 is substituted for the research rating each of the five years when the faculty member publishes at least two peer-reviewed articles over the past five years, is 3.0 or higher, and does not meet the criteria for Exceeds Expectations.

**Exceeds Expectations** is achieved if the greater of 1) the average overall rating in the annual evaluations over the past five years, or 2) the revised average overall rating from the annual evaluations over the past five years, where a 4 is substituted for the research rating each of the five years when the faculty member publishes at least two peer-reviewed articles in leading journals over the past five years, is 4.0 or higher.