Policy Statement Concerning:

Post-Tenure Review
Approved by Faculty Vote on (12/16/2014)

Department Head's Signature

December 22, 2014
Date

Dean's Signature

12/22/14
Date

Provost's Signature

5 Jan 15
Date

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Date Posted to Web: ______________
Post-Tenure Review Policy
Department of Educational Leadership
Approved December 16, 2014

Statement of Philosophy and Purpose
The purpose of post-tenure review at Kansas State University is to enhance the continued professional development of tenured faculty. The process is intended to encourage intellectual vitality and professional proficiency for all members of the faculty throughout their careers, so they may more effectively fulfill the mission of the university. It is also designed to enhance public trust in the University by ensuring that the faculty community undertakes regular and rigorous efforts to hold all of its members accountable for high professional standards.

Kansas State University recognizes that the granting of tenure for university faculty is a vital protection of free inquiry and open intellectual debate. It is expressly recognized that nothing in this policy alters or amends the University's policies regarding removal of tenured faculty members for cause (which are stipulated in the University Handbook). This policy and any actions taken under it are separate from and have no bearing on the chronic low achievement or annual evaluation policies and processes.

The department policy on post-tenure review follows the overarching purpose, principles, objectives, and procedures in the university policy on post-tenure review (see University Handbook, Appendix W), which was approved by Faculty Senate on February 11, 2014.

Procedures
1. Post-tenure review shall be conducted for tenured faculty every six years and shall conform to the timeline associated with the annual evaluation review as outlined in the University Handbook. The six-year post-tenure review clock shall be further defined to mean that post-tenure review will be conducted for all tenured faculty either every six years, or in the sixth year following promotion or awarding of a major university performance award. More specifically, the following events shall modify and reset the post-tenure review clock:
   A. Application for promotion to full professor;
   B. Application for the Professorial Performance Award (University Handbook C49);
   C. Receipt of a substantial college, university, national or international award requiring multi-year portfolio-like documentation, such as University Distinguished Professor, University Distinguished Teaching Scholar, an endowed chair or other national/international awards (see list of Faculty Awards http://www.k-state.edu/provost/resources/hallawards.html).

2. Other exceptions to post-tenure review are as follows:
   A. If the faculty member is already undergoing the review process for chronic low achievement, that process will be considered to serve in lieu of post-tenure review.
   B. Any faculty member who has formally announced retirement through a written letter to the department/unit head, or has begun phased retirement, is exempt from post-tenure review.

3. The post-tenure review clock shall operate as follows:
   A. The academic year 2014-2015 shall be the first year of post-tenure review implementation.
B. Faculty holding the rank of full professor will be reviewed during the 2014-2015 cycle.
C. Faculty holding the rank of associate professor will be reviewed during the 2015-2016 cycle.
D. The review cycle will repeat in the respective academic years 2020-2021 and 2021-2022 for those faculty who have not received intervening promotions in rank or approved external awards.
E. The department will maintain a database indicating the review year for each affected faculty member.

4. Faculty undergoing a regular post-tenure review must submit the following materials collection:
   A. The individual annual merit evaluation reviews received across each of the preceding six years.

5. In an event where a faculty submits a successful external award requiring multi-year portfolio-like documentation, it will result in the reset of his/her post-tenure review clock.

6. Faculty submitting the individual six-year collection of merit evaluation reviews shall be reviewed as follows:
   A. The faculty member submits required documents to the department head.
   B. The department head reviews the materials collection and summarizes the cumulative annual ratings in the areas of teaching, scholarship, and service.
   C. The department head meets with the candidate to discuss findings.
   D. If no overall annual rating across the six-year review period falls below MEETS STANDARDS, the post-tenure review process shall be declared complete and the department head shall issue a letter indicating satisfactory completion of the post-tenure review requirement. Such letter shall bear a signature line for the faculty member showing agreement or disagreement.
   E. If one or more annual ratings across the six-year review period falls below MEETS STANDARDS, the faculty member shall be required to construct and file a remediation plan to be reviewed and approved by the department head.