Policy Statement Concerning:

Post-Tenure Review

Approved by Faculty Vote on 8/27/2014

Department Head’s Signature

Date

Dean’s Signature

Date

Provost’s Signature

Date

For Office of Academic Services Use Only

Date Posted to Web:
1. Post Tenure Review
   
a. 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.

b. Procedures

   - The department head will identify the tenured faculty members who will undergo Post Tenure Review during each evaluation period. In general, post tenure review will be conducted every six years in accordance with the timeline and exceptions as outlined in the University Handbook.

   - The review material will include (a) Copies of the six previous annual evaluations, (b) Self-assessment by the candidate, and (c) A statement of goals for the next six years.

   - For each candidate, the department head will appoint a committee of three faculty members at equal or higher rank to conduct the evaluation and provide feedback. The committee will provide written feedback to the candidate that provides guidance on the goals and the self-assessment.

   - If the determination of the review suggests that a plan for additional professional development should be identified, a face-to-face meeting to discuss options and develop a plan is required.

c. Criteria
- If the tenured faculty member has met or exceeded expectations for the six previous annual evaluations, then the current level of professional development should be considered sufficient to demonstrate "appropriate contribution to the University".