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Dean's Signature

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Date

Agriculutral Economics
Department

I Agriculture
College

Policy Statement Concerning:

Post-Tenure Review

Approved by Faculty Vote on JApril 22, 2015)

Department Head's Signature Date

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Provost's Signature Date

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Date Posted to Web:

Post Tenure Review

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

The procedures included in the Department of Agricultural Economics Guidelines are pursuant to the University Handbook, Appendix W relating to post-tenure review policy, amended February 11, 2014.

1. A post-tenure review shall be performed on behalf of every tenured professor once every six (6) years initiating in the first year following tenure. The implementation schedule for post-tenure review will be staggered beginning with those who have the longest-running post-tenure clock
and fully implemented within five (5) years.

2. 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;
c. receipt of a substantial college, university, national or international award requiring
multi-year portfolio-like documentation.

The schedule for post-tenure review may be delayed for one year to accommodate sabbatical leave, a major health issue, or another compelling reason, provided that both the faculty member and department/unit head approve the delay.

3. Exceptions for Post-Tenure Review: If the faculty member has already been identified as not meeting minimum standards according to the policies and department procedures relating to chronic low achievement, that process will be considered to serve in lieu of post-tenure review.

Those who have formally announced their retirement through a written letter to the department/unit head, or have begun phased retirement, are exempt from post-tenure review.

4. The Department Head shall be responsible for conducting the review and preparing all
applicable documentation.

5. The materials to be used in conducting the post-tenure review will be copies of the six previous
annual evaluations.

6. The criteria whereby it will be determined whether a tenured faculty member has made
"appropriate contribution to the university" will be that in at least five of the past six years
annual evaluations meet or exceed expectations.

7. A copy of the Department Head's written review will be forwarded to the candidate. In the
event a faculty member does not meet these criteria, the faculty member together with the department head shall devise a written plan for professional development activities to aid in meeting the criteria in the future. The plan will become part of the post-tenure review documentation. Any such plan or agreement will be superseded in the event that conditions activating the Chronic Low Achievement Policy occur.

8. The Department Head will submit the following items to the Dean:
a. The Department Head's written review
b. Professional development activity plan, if appropriate
c. The candidate's file and supporting materials that served as the basis of
determining compliance with these guidelines.