School of Music, Theatre and Dance Department

I Arts & Sciences
College

Policy Statement Concerning:

Post-Tenure Review

Approved by Faculty Vote on (2/4/15)

2/4/15

Department Head's Si ature Date

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DewiLs,Signature Date

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Provost's Signature Date

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Post-Tenure Review

School of Music, Theatre, and Dance

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 School of Music, Theatre, and Dance 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.

Review Procedures:

Materials compiled for Post-Tenure Review
1. Six previous annual evaluation letters drawn from the faculty member's personnel file.
2. A brief synopsis, compiled by the director, of the statistical averages drawn directly from
the six evaluation letters of the scores received in the evaluation categories of teaching, creative/research, and service.
3. A reflective statement by the faculty member (not to exceed three pages) giving a
summary of their activities and accomplishments over the previous six-year time frame.
4. A one-page goals statement that outlines the faculty member's short and long-term goals.

Review Oversight
The Director of the School oversees the review and meets with the faculty member to review the materials submitted. If necessary, the director may consult with the appropriate Program Director in the faculty member's specific discipline within the School.

Outcomes

If all six annual reviews meet or exceed expectations in the three areas of evaluation, the Post-Tenure Review meeting can be waived as this indicates that the faculty member is making an "appropriate contribution to the university." If there are areas of evaluation where there are concerns, the director will indicate these in writing, in advance of the meeting, and the faculty member and director will discuss specific ways to address these concerns. The Director and faculty member will meet at the end of the following semester to review progress on the
concerns.

All materials compiled for Post-Tenure Review will be included in the faculty member's personnel file. In the event that a Post-Tenure Review leads to the development of a formal Plan of Improvement this outcome would be reported to the Dean of the College of Arts & Sciences.