University of Kansas Medical Center
Fall Faculty Assembly

December 11, 2013
SON Auditorium
Agenda

• Call to Order: David Naylor
  School of Medicine

• Executive Vice Chancellor Report:
  Dr. Douglas A. Girod
Agenda

• Vice Chancellor for Academic Affairs

Robert Klein Ph.D.
Agenda

• Faculty Assembly Chair Report:
  – Kansas Board of Regents COFSP (Council of Faculty Senate Presidents)
  • Conceal and Carry: HB 2052
  • CEO/Administrative Review
  • Post Tenure Review: defer to agenda item
  • Others
Agenda

• Standing Committee Reports and Thank You:
  – Elections: Wendy Hildenbrand SHP
  – Research: Janet Pierce SON
  – Informational Resources: David Martin SON
  – Faculty Concerns: Jeanne Schott SON
Childbirth Accommodation Policy

- Kellyann Jones-Jamtgaard
Library Access Policy

• David Martin SON
Ad Hoc PTR Committee

- Dan Swagerty - SOM
- Carol Smith – SON
- Jeff Radel – SHP

Criteria for committee
- Tenured Faculty
- P&T Committee Experience
- Representative from each school
Why Post Tenure Review?

• BOR Mandate: Tenured faculty must undergo a performance review every 5-7 years
• Each school develops its own policy
• “Supplemental to Annual Assessment” and should have a “longer term” perspective

• Specifics can be found at:
  http://www.kansasregents.org/policy_chapter_ii_c_evaluation_of_faculty
Making Sausage

- Draft 1: Establish General Structure
- Draft 2: Timing; PTR committee
- Draft 3: Language adjustments (Legal)
- Draft 4: Presentation to APT committees
- Draft 5: Outcome reduced to Sat/Unsat
- Draft 6: Unsat outcome split into two levels
- Draft 7: Language adjustments
- Final Draft: The Current Sausage!!
Post Tenure Review Policy

- **Purpose:** Tenured faculty members will undergo a PTR...on both a scheduled and an as needed (or “triggered”) basis.
- Replaces Annual Assessment process in the year of review
- **Materials:** Interim Annual assessments, CV and Post Tenure Review Form.
POLICY: Scheduled Review

• **Scheduled review:**
  – The initial PTRs for current tenured faculty will take place over a four-year period utilizing a random selection procedure.
  – After the initial PTR, each tenured faculty member will undergo a scheduled PTR every 7 years.
  – If promotion occurs within the 7 years, the “clock” resets.
POLICY: Leave

- **Impact of leave on the scheduled review:** If a faculty member is granted and takes a sabbatical or other sanctioned leave, the scheduled review process will be delayed by the amount of time that the faculty is on sabbatical/leave. Similarly, if the faculty member takes an unexpected leave of absence of 12 weeks or more, the scheduled review will be delayed during the absence.
POLICY: Triggered Review

• **Triggered review:** Triggered Review of tenured faculty may occur in the following settings:
  – Three Unsatisfactory Annual Assessments within a 7 year timeframe (these do not have to be consecutive). This would be initiated by the chair of the faculty member’s primary department.
  – By request of the faculty member
  – By request of the Dean of the School
POLICY: Materials

- **Materials**: Due January 15\textsuperscript{th}
  - Interim Annual Faculty Assessments
  - Updated CV
  - Post Tenure Review Form (*To be developed by the schools’ APT committee*)
POLICY: PTR Committee

• **PTR Committee**: Each school will have its own PTR committee that will function as an *ad hoc* committee appointed from the School’s APT committee. (*Bylaws of the PTR committee and standards for satisfactory outcome, are to be determined by the schools’ APT committee.*)
POLICY: Outcomes

• Outcomes:
  – Satisfactory: Next review at seven years
  – Unsatisfactory: Depending on the seriousness of the concerns found, an outcome of unsatisfactory will result in a recommendation for either:
    • Remediation
    • Initiation of a recommendation of dismissal
POLICY: Appeals

- **Appeals/Grievances**: Will be addressed in the appeals process pertaining to faculty dismissal as established in the Faculty Handbook.
POLICY: Reporting

- **Reporting Structure:** A confidential report will be submitted to the Faculty member, the Department Chair (where applicable), the Dean of the respective school, the Vice Chancellor for Academic Affairs and the Executive Vice Chancellor.
Goals of the Committee

• Peer Review as opposed to Administrative Review
• Limit Administrative Burden and Utilize the Annual Assessment
• Define Time Frame
• Scheduled or “Triggered” reviews
• Developmental approach
• Seeking Endorsement by the Faculty
"To put it simply, our policy just isn’t complicated enough."
WHERE FROM HERE?

- Faculty Assembly Website for Review and Comments:
- Presentation to KBOR in April by Dr. Klein
Moving Forward: FASC Internal Review

1. Reminder of Strategic Map
2. Activity since last spring