

KBOR Policy Requiring Post-Tenure Review

Section in the Kansas Board of Regents [Policy Manual, Chapter II8d](#) under Governance, Evaluation of Faculty and Post-Tenure Review:

Each state university shall implement a plan to supplement its annual faculty evaluation system, and shall adopt and implement a post-tenure review plan consistent with this policy. Each plan shall include procedures and strategies for the following:

- i. Training of departmental chairpersons in the administration of faculty evaluation.
- ii. Linkage of the outcomes of faculty evaluation with assistance for renewal and development and, when necessary, reassignment and other personnel actions.
- iii. Training and supervision of graduate teaching assistants.
- iv. **Regular post-tenure review.** The primary purpose of this post-tenure review process is to assist faculty members with identifying opportunities that will enable them to reach their full potential for contribution to the university. Such review is intended to provide a longer term perspective than is usually provided by an annual review. The expectation is that each tenured faculty member will be assessed five to seven years after award of tenure, and reviews will continue at intervals of five to seven years unless interrupted by a further review for promotion. This review shall be in addition to, not in lieu of, annual evaluations.

KBOR May meeting minutes:

PANEL PRESENTATION ON POST-TENURE REVIEW POLICIES AT THE STATE UNIVERSITIES

Gary Alexander, Vice President of Academic Affairs, stated that in December of 2012 the Board adopted a policy requiring each university to develop a process for post-tenure review. Each state university has developed and approved a campus policy on post-tenure review with the exception of Pittsburg State University and Fort Hays State University. Both institutions are working with their respective bargaining units on their policies.

Institutional representatives presented their campuses' policies. It was noted each of the campuses included faculty when drafting their policies and each incorporated their post-tenure review cycle within their existing evaluation process. It was also noted the principal purpose of post-tenure review is to assist faculty members with identifying opportunities that will enable them to reach their full potential for contribution to the university.