

KUMC POLICY ON POST TENURE REVIEW

Purpose: Tenured faculty members will undergo a post tenure review (“PTR”) process to insure continued support and additional development on both a scheduled and an as needed (or “triggered”) basis, as defined below. In order to limit the administrative burden for faculty, the PTR process will incorporate the annual faculty assessment that takes place for all full time faculty members at KUMC as a factor that is considered during the PTR process. At the time of PTR, faculty will be asked to provide a current CV and a completed Self-Assessment/Post Tenure Review Form. The Department or the School will provide Annual Faculty Assessments from the interim years. This policy is not intended to supersede or replace any other existing processes or rights of KUMC administration as described in the Handbook for Faculty and Unclassified Staff.

Scheduled review: Each tenured faculty member will undergo a scheduled PTR every 7 years. During the year of review, the PTR will replace the annual assessment. For newly tenured faculty members, PTR will be scheduled for seven years following the date tenure is granted.

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.

Triggered review: Triggered Review of tenured faculty may occur in the following settings:

- i. 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.
- ii. By request of the faculty member
- iii. By request of the Dean of the School

Materials: The faculty member will be required to have materials prepared and submitted by January 15th of the year for PTR review. Materials required will consist of the interim Annual Faculty Assessments, an updated CV, and the Post Tenure Review Form (*To be developed by the schools’ APT committee*).

- The PTR form will be no more than two pages in length and should focus on capturing the faculty members 7 year trajectory.

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.*)

Outcomes: The PTR committee decision will be categorized into one of two outcomes.

- i. Satisfactory (*next review at seven years*).
- ii. Unsatisfactory – *Depending on the seriousness of the concerns found, an outcome of unsatisfactory may result in a recommendation for either:*
 - a. Remediation based on individualized faculty development during a probationary period prescribed by the PTR committee, followed by repeat review
 - b. Initiation of a recommendation of dismissal based on sustained failure to meet academic responsibilities.

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

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.