**Post Tenure Review Process:**

1. Beginning in the 2011-2012 academic year, faculty in the Department of Foreign Languages & Literatures will undergo post-tenure review on the fifth anniversary of their tenure or promotion to full professor and every five years thereafter.

2. Post-tenure review will be conducted by the Department Promotion and Tenure Committee.

3. For the review, the Department will provide copies of the faculty member's Faculty Activity Reports, the department’s annual evaluations, and teaching evaluations for the previous five years.

4. The person under review will provide a current vita and copies of all publications from the previous five years.

5. The Promotion and Tenure Committee will review the teaching, research and service records of the person under review and provide a ranking of satisfactory or unsatisfactory in each of the three areas.

6. A satisfactory ranking will be forwarded to the Dean’s office and no further action will be necessary.

7. An unsatisfactory ranking in any area will trigger the implementation of a performance improvement plan as defined in the collected rules and regulations of the University of Missouri (currently provided at http://www.umsystem.edu/ums/departments/gc/rules/bylaws/310/015.shtml).

**Standards**

The performance review shall be based on the following standards:

**Teaching:** Faculty members shall demonstrate competency and commitment to the teaching mission of the department.

**Research:** Faculty members are expected to maintain an active research program and to contribute to their discipline. Evidence of scholarly performance shall include, but not be limited to: publication of articles in peer reviewed journals, publication of a book or book chapters, publication as an editor or co-editor of a collection of articles or essays by a recognized publication house, publication of dictionary or encyclopedic articles by a recognized publication house, and presentations of papers at professional meetings. Applications for, and receipt of, internal and external funding shall also be considered.
Service: Each faculty member, after the granting of tenure, will engage in service to the department, college, university, or to the profession itself. Evidence of service activities within the department, school, campus, and university as a whole include, but are not limited to: student advising, service on departmental, college, university, or system-wide committees and elected bodies, direction/advising of student organizations, presentations to students and community organizations. Activities within the profession include but are not limited to such things as reviewing grant proposals, papers, book manuscripts, and serving as officers for scholarly organizations.