UMKC A&S Philosophy
POST TENURE REVIEW POLICY
Approved 10/25/2006

The Department of Philosophy is committed to promoting high standards regarding teaching, research, and service to the university. Each faculty member, upon receiving tenure, is expected to contribute in each of these areas so as to enable the department to continue to play a vital role in the life of the university. While the department recognizes that individual faculty members may play different roles and have different responsibilities and expectations related to their teaching and research, each faculty member is expected to make positive contributions to the department and the university throughout their career. This policy is designed to both encourage and evaluate that performance.

Procedures

All faculty members will submit an annual Faculty Activity Survey (FAS) that will be reviewed by the department chair. Each faculty member will develop a plan for teaching and research in consultation with the department chair. The departmental promotion and tenure committee will conduct a review of faculty performance every five years. This review will utilize FASs and annual performance reviews to determine whether the overall performance is satisfactory. The committee report will include an assessment of satisfactory or unsatisfactory performance in the areas of teaching, research and service.

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. They shall be actively engaged in teaching both introductory and upper division courses. Faculty members will demonstrate adequate preparation and delivery of course content, will make themselves available to meet with students outside of class, and will provide student assessments in a professional and timely fashion. Student teaching evaluations will also be taken into consideration. The amount of emphasis given to teaching, including course load, will be determined by faculty members in consultation with the department chair.

**Research:** Faculty members are expected to maintain an active research program and to contribute to the discipline of philosophy. Performance in this area will be evaluated in terms of scholarly publications, grants and projects that further the mission of the department and the field. Following promotion to associate professor, faculty members are expected to maintain a research program that will allow for advancement to full professor. Following promotion to full professor, faculty members should continue to publish and engage in scholarly activities.
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Each faculty member will be expected to show evidence of scholarly activity during the preceding 5-year-period. 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.

The emphasis placed on research will be related to the amount of effort expected in teaching. Faculty members consistently engaged in research or those wishing to pursue significant research activities may maintain a reduced teaching load. Those who are no longer actively engaged in research will be expected to contribute more to the teaching activities in the department.

Service: Each faculty member, after the granting of tenure, will engage in service activities that promote the department, college, university, or to the profession itself. During each 5 year review, faculty members should show evidence of service activities. Activity within the department, school, campus, and university as a whole include, but are not limited to: student advising, service on departmental, college, or university committees, 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 research projects, papers, book manuscripts, and chairing or organizing sessions at professional meetings.

Approved: 10/25/06