Post-tenure review, Political Science Department

Tenure is granted in the Political Science department to faculty members who have an outstanding record in research and teaching. Once tenure is granted, individuals are expected to continue as excellent teachers and researchers, and they are also expected to contribute to the overall university community and/or the Kansas City community in a variety of service functions.

The department recognizes that interests change over time, and that some research projects take a fair amount of time to mature. The advantage of tenure is that it allows some flexibility, so that long-term and (sometimes) controversial research projects can be undertaken. New courses can be developed, including on-line courses, and teaching interests change and develop over time. Some flexibility is allowed and encouraged, so long as the professors continue to be intellectually alive, continue to write, publish and develop their ideas, and teach courses that are consistent with the needs of the department.

The regular review process takes place each year. At that time future plans are developed and discussed, and past performance is evaluated. The 5 year post-tenure review process is a chance to review a longer period, but evaluations should normally not be inconsistent with the results of annual reviews.

Teaching: Tenured faculty members should normally receive at least a 3.25 rating on the 5 point teaching scale that is used in the College, though an occasional lower score might come about because of unusual circumstances or in an experimental course. Obviously, professors need to meet their classes on a regular basis. Additionally, the content of courses ought to be competent and professional, discussing and evaluating current thinking in the field. Professors should be intellectually alive and familiar with trends and issues in their areas, and their courses should reflect that attitude.

Service: All professors are expected to take part in the work of the department and in the policy making of the university community. They need to help staff the various committees and elective organizations of the university and college. Service to professional organizations, and professional service to the larger community (including service-learning courses and programs), will also be recognized. Some, of course, will be more active in the service area than others. The proper balance of service involvement, and of university and community or professional service, should be discussed with the chair and evaluated on an annual basis.

Research: An active research agenda needs to be pursued, as evidenced by conference papers, articles, book chapters, monographs, books, data-bases of new information, grant proposals submitted and accepted, experiments, surveys, significant work on important community projects, and the development of new teaching materials. Professors involved in long-term projects should provide evidence of progress towards completion of those projects.

If a professor’s performance is found to be unsatisfactory in one or more of these areas, adjustments in teaching and research expectations should be discussed, and remedial plans need to be made and
implemented. In some cases a leave to finish or fully develop a research project might be justified. A chair's unsatisfactory post-tenure review evaluation of a faculty member will start the process stipulated in section 310.015B of the Collected Rules and Regulations of the University of Missouri, specifically subsections 1. d, e and f. A Development Plan and Assessment of Progress will be formulated in compliance with subsection 310.015B2 of the Collected Rules. If necessary, subsection 3 ("Dismissal for Cause") of this same section shall be invoked.

If the post-tenure review evaluation is satisfactory, the review process should normally end with the submission of that finding to the Dean of the College.