

**Information:**

SB 11, enacted by the 1998 General Assembly, called for public postsecondary institutions to continue their efforts to develop a system of post tenure review. It also encouraged the Council on Postsecondary Education to conduct a status review of those efforts~ and report findings to the Interim Joint Committee on Education.

In response to SB 11, a statewide conference on post tenure review was held in spring 1999 involving all public postsecondary institutions and national experts. The conference was funded by a grant from the American Association for Higher Education awarded to the University of Kentucky to foster policy development.

In summer 1999, reports were solicited from each public postsecondary institution on the status of their post tenure review efforts. These reports indicate that all four-year public institutions have post tenure review policies at various stages of approval. The University of Louisville has had a policy in place for some time. Western Kentucky University reports a fall 1999 implementation date. The other institutions report expected effective implementation dates for spring or fall 2000.

Policies vary in nature. Some call for periodic review of all tenured faculty. Others focus post tenure reviews on faculty demonstrating deficiencies in regular performance reviews. A third type integrates both approaches proposing developmental reviews for all faculty and special review procedures triggered for those receiving poor performance reviews. All policies are committed to improving faculty performance through increased planning and support. Dismissal procedures, while typically acknowledged as a possible outcome, are recommended only after professional development efforts defined in the post tenure review policy have failed. These policies reflect the various models of post tenure review being implemented nationally.

The Kentucky Community and Technical College System (KCTCS) is in the midst of policy development efforts in all areas of its work. At this point, KCTCS has adopted a policy calling for biennial merit reviews of tenured faculty in the community colleges. Faculty in technical colleges currently do not hold tenure. Proposals are being developed which could result in an evaluation system applicable to faculty in both branches. KCTCS has been asked to include consideration of a post tenure review policy in its effort.

## POST-TENURE REVIEW SUMMARY SHEET

SB 11, enacted by the 1998 General Assembly, called for public postsecondary institutions to continue their efforts to develop a system of post-tenure review. It also encouraged the Council on Postsecondary Education to "conduct a status review of those efforts" and report our findings to the Interim Joint Committee on Education in 1999.

### National Context

- **Who is doing post-tenure review** Public Sector

- 32 State System Policies

- 8 States: College by College Basis

- 6 States: Legislative Mandate Private Sector

- Carnegie Study: 46% have policies in place

28% have policies under consideration

- **Three basic models of Post-Tenure Review**

- Annual Review-focuses on shorter term performance but more substantive than typical performance reviews; includes a planning component extending beyond one year and involves peers in the review

- Formative-Developmental Review-all tenured faculty receive periodic comprehensive reviews (typically in five year cycles) with "satisfactory" performance as a baseline, includes professional improvement plans, timelines, and institutional support for professional development; reviews/planning done by peers and administration; rarely results in personnel action

- Summative Review-termed consequential or managerial by some; comprehensive review of (a) all tenured faculty or (b) selected tenured faculty triggered by an unsatisfactory performance review; peer or administration conducts the review and develops improvement plans, timelines, and sanctions

Almost all post-tenure review policies focus on professional development and improved performance. Experts argue their greatest benefit is in improving the performance of all faculty (including the high percentage doing satisfactory to excellent work) in ways consistent with institutional mission and goals. The post-tenure review process can create a due process "paper trail" to justify dismissal if professional development plans fail. However, most states (including Kentucky) already grant the power to dismiss tenured faculty for egregious cases of incompetence or misconduct. In the latter cases, post-tenure review is not the appropriate remedy.

- **Effectiveness of Post-Tenure Review** Data on effectiveness is limited. The American Association for Higher Education (AAHE) currently supports a program to develop and assess the outcomes of post-tenure review policies. The University of Kentucky is a part of this project.

The University of Hawaii at Manoa has a summative policy in place and reports only twelve per cent of faculty were evaluated as unsatisfactory (72 of 618 faculty). Of the seventy-two faculty reviewed as unsatisfactory, twenty retired. The remaining fifty developed remediation plans. Forty-seven made satisfactory progress. During policy implementation faculty grant applications and retirements rose.

## Post Tenure Review Status at UK's "Top Twenty" Benchmarks<sup>1</sup>

University of Arizona	*	P
University of California-Los Angeles	*	
University of Florida	*	P
University of Georgia	*	P
University of Illinois – Urbana		
University of Iowa	*	P
University of Maryland-College Park	*	P&T
University of Michigan-Ann Arbor		
University of Minnesota-Twin Cities	*	T
University of North Carolina-Chapel Hill	*	P
North Carolina State University	*	P
Ohio State University		
Pennsylvania State University	*	T <sup>2</sup>
Purdue University		
University of Texas-Austin	*	P&T
Texas A&M University	*	P&T
University of Virginia-Main Campus	*	P&T
University of Wisconsin-Madison	*	P
University of Washington	*	P

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<sup>1</sup> Based on a national survey conducted by the American Association for Higher Education

<sup>2</sup> Policy recently passed by the Faculty Senate

\* Indicates a post tenure review policy in place

P Indicates a periodic post tenure review of ALL faculty

T Indicates a triggered post tenure review of selected faculty based on performance reviews



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October 4, 2000

TO: Members, University Senate

FROM: University Senate Council

RE: AGENDA ITEM #2: University Senate Meeting, Monday, 16  
October 2000. For Discussion Only: the proposed *Administrative  
Regulation* (AR) on post-tenure review

Background

Attached find a memorandum to accompany the proposed AR on Post-Tenure Review, the AR and the policy approved by the Senate on 13 December 1999.

Jim Applegate, who chaired the original committee, will lead the discussion.

Amendments may not be offered at the meeting.

Attachments-3

US Agenda Item: PTR, For Discussion Only 10.16.00.doc