

# Annual Evaluation and Post-Tenure Review

## Executive Summary of FSH 24-25-9

### Why This Policy?

- Required by **KY House Bill 424 (2025)**: mandates faculty performance evaluations **at least every four years**, with potential dismissal for failure to meet performance and productivity requirements.
- Aligns with **SACSCOC standards** and **AAUP post-tenure review guidance (1999)**.
- Developed by **Faculty Senate** with **campus-wide feedback** in 2024 and modeled after Eastern Kentucky University's long-standing system.

### Policy Goals (in priority order)

1. **Protect tenure and academic freedom**
2. **Ensure a development-focused process** to address performance concerns (\$35,000 annual request for additional faculty recognition and development)
3. **Ease of implementation** for faculty, chairs, and administration
4. **Clarity and accessibility** for all stakeholders

### Annual Evaluation Standards (2.5)

- Performance criteria developed by departments with university-wide guidance to ensure **fairness, academic freedom, and standards grounded in each discipline**.
- All faculty evaluated annually in **teaching, research/creative activity, and service**.
- Ratings: **Meets Standards** or **Does Not Meet Standards**.
- **Collegiality** is not a standalone criterion; **student evaluations** are not the sole measure of teaching; **standards** are proportional to each faculty member's responsibilities.

### Four-Year Recurring Post-Tenure Review Cycle (2.19)

**Applies to all regular tenured faculty:**

- **Years 1–3: Brief formative review** by department chair (by **May 15**).
- **Year 4: Comprehensive review:**
  - Faculty submit brief reflection and CV (**February 1**).
  - Chair provides written evaluation (**March 1**).
  - Review by department tenured faculty review committee (TFRC) and Dean if a faculty member receives a “does not meet standards” rating.
  - Faculty with “does not meet standards” ratings by chair, TFRC, and Dean enter:
    - **Departmental Development**, or
    - **Intensive Development** after repeated concerns.

### **Departmental Development (2.19.2.3)**

- Initiated by a first-time “does not meet standards” review.
- Faculty create professional goals with chair (**by September 15**).
- Reviewed annually with ratings:
  - All goals met
  - Sufficient progress
  - Insufficient progress (TFRC becomes involved)

### **Intensive Development (2.19.3)**

- Activated only if:
  - Non-participation in annual evaluations,
  - Two ratings of “insufficient progress” in departmental development,
  - Two ratings of “failure to meet standards” in consecutive comprehensive reviews,
  - As an alternative to dismissal for cause.
- **Collaborative development plan** created by faculty member and their support team; approved by TFRC, UTC, and Dean.
- Monitored annually; may be extended for up to 3 years with sufficient progress.
- If goals are met, the faculty member returns to the regular annual evaluation cycle.
- If goals are not met, **sanctions** may be imposed.

### **Sanctions and Appeals (2.19.3.4-5)**

- Sanctions range from reassignment of duties to **dismissal for cause**.
- Sanctions may only follow unsuccessful completion or refusal to engage in an intensive development plan
- Faculty may appeal to the **University Tenure and Post-Tenure Review Committee (UTC)**.
- **Appeals** decided by the President with any dismissal for cause referred to a hearing before the Board of Regents.

### **Oversight & Accountability (1.5.3.2)**

- The **UTC** will oversee all post-tenure review processes.
- Receives **annual de-identified data** and conducts a **review** of the system every four years with recommendations for improvement.

### **Feedback Welcome (Comments due by April 21)**

- Share thoughts with your [department senator](#)
- Submit anonymous feedback: [Google Form](#)
- Request a meeting: [msu.facultysenate@murraystate.edu](mailto:msu.facultysenate@murraystate.edu)
- Attend a listening/open drafting session (Dates/Times [TBD](#))