

differential criteria for tenure **and** promotion for faculty with different assignments, so long as the differential criteria and the nature of the faculty assignments are clearly identified and recorded on the annual evaluation form.

Guidelines and statements of criteria for College/School/University Libraries and in some cases departments shall be submitted in the spring for review by the University Tenure and Promotion Committee on a three-year cycle. The purpose of this review is to ensure that the guidelines and statements are consistent with University guidelines and provide an adequate degree of clarity and specificity so that candidates for tenure and promotion will understand the criteria which will be utilized to evaluate their cases.

The College/School/University Libraries guidelines and statements of criteria developed for tenure and promotion shall be distributed annually to all untenured faculty at the time of their annual evaluation. The evaluation of individual candidates at the University level should take into account the degree to which the individual has met the guidelines as well as his/her role statement and annual performance criteria identified in the annual evaluation of untenured faculty. Consideration, in context of the candidate's entire career, will be given to teaching, librarianship, research, scholarship, creative activities, and the service conducted while the candidate has been employed at the University. If the guidelines in effect at the time of initial appointment differ from those in place at the time a tenure case comes forward for consideration, the current guidelines can be used in place of the earlier guidelines only if both the candidate and the department agree.

In cases where department and/or College/School/University Libraries policy contradicts University Policy, the appropriate department administrator, the dean of the College/School/University Libraries, the College/School/University Libraries Tenure and Promotion Committee and the Provost will be notified by the University Tenure and Promotion Committee that the contradiction needs to be corrected, and that the University policy will take precedence until the correction is in place.

University Guidelines and Criteria:

Tenure and Promotion Review Process:

The tenure and promotion review process is governed by the "Tenure, Promotion, and Appeals Procedures" document [in this manual](#). Individual units may adopt by vote of the faculty of the College additional procedures, policies, and interpretive statements to govern their internal review of tenure and promotion cases, so long as those procedures, policies, and interpretive statements are consistent with all higher level procedures, policies, and interpretive statements, as determined in the triennial review of policies and procedures conducted by the University committee. These additional statements should be provided in writing to all candidates for tenure and promotion and to all probationary faculty at the time of their initial appointment and at each annual review.

Presidential Review of Nominees for Tenure or Promotion:

The laws of the State of Kansas provide that, subject to policies approved by the Board of