

Post-Tenure Review Standards

Bylaws of the Faculty of the School of Pharmacy

Adopted by the Faculty of the School of Pharmacy 9/29/2006

1. Teaching
 - a. Each tenured faculty member is expected to maintain a regular and acceptable level of instructional competence.
 - b. A “regular and acceptable level of instructional competence” is initially determined by the respective chair of the division in the context of the annual performance review. See University of Missouri Collected Rules and Regulations (CRR) 310.015(B)(1)(a)&(b).
2. Scholarship
 - a. Each tenured faculty member is expected to demonstrate continuing scholarly achievement or satisfactory progress toward scholarly achievement.
 - b. “Scholarly achievement” is manifest, regular production, further defined in accord with several sources including the School of Pharmacy Promotion and Tenure Guidelines and the President’s Executive Order 6A(1992) (Chancellor’s Memorandum No. 35).
 - c. “Satisfactory progress” is initially determined by the respective chair of the division in the context of the annual performance review. See University of Missouri CRR 310.015(B)(1)(a)&(b).
3. Service
 - a. Each tenured faculty member is expected to undertake an appropriate level of responsibility for the effective functioning and progress of the school, and to undertake meaningful responsibility for the needs of the public, the progress of the community, and the continued growth and promotion of the life sciences.
 - b. An “appropriate level of responsibility” is initially determined by the respective chair of the division in the context of the annual performance review. See University of Missouri CRR 310.015(B)(1)(a)&(b).
4. The formal procedural implementation of these minimum standards for overall satisfactory performance is governed by University of Missouri CRR 310.015. It is not intended, however, that the development, adoption and publication of these standards by the tenured faculty of the School of Pharmacy, pursuant to CRR 310.015 (1)(a), shall substitute for other procedure otherwise available to the dean for the assessment and processing of unsatisfactory faculty performance by tenured faculty members under school, campus or University regulations, such as procedures for dismissal for cause.