DATE: Monday, February 20, 2017
TO: KU Faculty
FROM: Pam Keller
RE: Notification of Proposed Amendments to Faculty Senate Rules and Regulations FSRR 6.1.2, 6.2.1.1, and 7.4.1

The Faculty Senate Executive Committee (FacEx) has referred to Faculty Senate the amendments below to Faculty Senate Rules and Regulations (FSRR) 6.1.2, 6.2.1.1 and 7.4.1. The proposed amendments will be discussed at the Faculty Senate meeting on February 23, 2017, and voted on at the meeting on March 9, 2017. (A vote may be taken on February 23, 2017 if two-thirds of the members present vote to take a vote on the amendments). Both meetings will be held in Room 203 Green Hall (Law School) following the University Senate meeting which begins at 3:30 p.m. The meetings are open to members of the University community. In the proposed amendments below deleted language is shown in strikethrough and added language is shown in bold and highlighted.

Interested persons may submit written comments on the proposed amendment to the Office of University Governance (email: govern@ku.edu) by noon on Thursday, February 23, 2017. Please note that proposed changes to the Faculty Senate Rules & Regulations are required to be sent to all faculty, but no action is required on your part unless you wish to submit a written comment.

Please contact me (pkeller@ku.edu) if you have any questions about this amendment.

Proposed Amendments to FSRR 6.1.2, 6.2.1.1, 7.4.1 and 7.4.2
February 2017

Proposed amendment to FSRR 6.1.2

Rationale:
This recommendation is in response to FRPR’s specific charge 3(a): “Consider, then if appropriate, propose the inclusion of the AAUP 1970 Interpretive Statement in FSRR 6.1.2 to the FacEx..” Since the correct title of the document as published (if properly cited) is 1940 AAUP Statement on Academic Freedom and Tenure with 1970 Interpretive Comments, FRPR decided the easiest way to fulfill the charge is to correct the title. FRPR found nothing in the 1970 comments objectionable, and several pages’ worth of professional associations endorsed it since 1970.

Proposed Revisions:
6.1.2 Academic Freedom and Tenure Policy. These standards and procedures are adopted pursuant to and shall be construed in conformity with the policies of the Kansas Board of Regents concerning promotion, tenure, and non-reappointment. The University of Kansas subscribes to the 1940 American Association of University Professors (AAUP) statement on Academic Freedom and Tenure
with 1970 Interpretive Comments and/or any amendments or revisions to that statement adopted by the Kansas Board of Regents.

Proposed amendment to FSRR 6.2.1.1, and 7.4.1

Rationale:
Pursuant to FY17 FRPR (Faculty Rights, Privileges, and Responsibilities) Committee’s charge to “Consider, then if appropriate, propose the inclusion of the AAUP 1975 Statement on Teaching Evaluation in FSRR 7.4.2.1 (or other appropriate location within the FSRRs) to FacEx,” FRPR recommended a revision to the existing policy language. Rather than a specific recommendation to add a specific reference to the AAUP 1975 Statement on Teaching Evaluation in FSRR, FRPR recommended to adopt a few guiding principles from this document currently absent from FSRR, specifically ensuring the use of a peer review process in evaluation, and the participation of faculty in defining faculty evaluation. The latter aligns FSRR language with the actual language in Board of Regents Policy.

Proposed Revisions

6.2.1.1 The University strives for a consistent standard of quality against which the performance of all faculty members is measured. Nonetheless, the nature of faculty activities varies across the University and a faculty member’s record must be evaluated through a process of peer review in light of his or her particular responsibilities and the expectations of the discipline. Teaching and scholarship should normally be given primary consideration, but the particular weight to be accorded each component of a faculty member’s activities depends upon the responsibilities of the faculty member. In the case of non-teaching faculty and unclassified academic staff, comparable professional responsibilities, as defined by their department or program and the standards of their disciplines, may be evaluated instead of teaching.

7.4.1 In accordance with Board of Regents policy, the University evaluates faculty performance through annual evaluation and periodic post-tenure review. Faculty evaluation criteria, procedures and instruments shall be developed through faculty participation in each department, college or division and recorded to express the performance expectations of faculty therein. Faculty evaluations include annual evaluation and periodic post-tenure review. Faculty evaluation ensures accountability and promotes development and achievement by recognizing and rewarding contributions and accomplishments, identifying the support needed to facilitate faculty success, and addressing areas of performance that need improvement. Such evaluations include both annual evaluations for all faculty and periodic post-tenure review.