DATE: March 15, 2017
TO: KU Faculty
FROM: Faculty Senate President Pam Keller
RE: Notification of Proposed Amendments to Faculty Senate Rules and Regulations FSRR VI, Sections 5 and FSRR 7.4.2.2

The Faculty Senate Executive Committee (FacEx) has referred to Faculty Senate proposed amendments to Faculty Senate Rules and Regulations (FSRR) VI, Section 5 and FSRR 7.4.2.2 (set out below). The proposed amendments will be discussed at the Faculty Senate meeting on March 30, 2017, and voted on at the meeting on April 13, 2017. (A vote may be taken on March 30, 2017, if two-thirds of the members present approve voting on the amendments). Both meetings will be held in Room 203 Green Hall (Law School) following the University Senate meeting which begins at 3:15 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 March 30, 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 Amendment to FSRR 6, Section 5

Rationale:
The FY17 SPPT committee was reviewing proposed changes to program’s P&T procedures and noted a perceived discrepancy between practice and the FSRR policy. Article 6.5.1.3 requires that departments, or schools, review each tenured faculty member, below full professor, each year for promotion. It further states that faculty are not allowed to self-initiate the process until after seven years. It was the general consensus of the committee members that faculty are generally allowed to self-initiate the process at any time. Mary Lee Hummert agreed with the committee. Therefore, the committee drafted the attached proposed changes eliminating the seven year limit. Article 6.5.1.3 is eliminated with wording added to both 6.5.1.1 and 6.5.1.2 to better describe current practice. The vote was unanimous in favor of the amendment.

Section 5. Initial Review
6.5.1 Initiation of Review. The process for conducting an initial review concerning the award of tenure and/or promotion in rank shall be initiated as follows:
6.5.1.1 Prior to the beginning of the spring semester, the Provost shall notify all faculty whose mandatory review year will be the following academic year, with copies provided to department chairs, deans, and/or heads of their administrative units. Upon receipt of this notice or if a faculty
member requests it prior to the mandatory review year, the department, school (if there is no departmental structure), or other administrative unit shall initiate procedures for evaluating the candidate for the award of tenure or tenure and promotion in rank.

6.5.1.2 As part of the annual faculty evaluation process; At the beginning of the spring semester, each department, school (if there is no departmental structure), or other administrative unit shall consider the qualifications of all tenured faculty members below the rank of full professor, with a view toward possible promotion in rank during the following academic year. After considering a faculty member’s qualifications, if the department, school, or administrative unit determines that those qualifications may warrant promotion in rank or if the tenured faculty member requests it, it shall initiate procedures for reviewing the faculty member for promotion to full professor.

6.5.1.3 After seven years in the rank of associate professor, At the beginning of the spring semester, a faculty member who believes he or she has the qualifications for promotion, despite the failure of his or her unit to initiate the review process for promotion to full professor, may initiate the promotion review process himself or herself. In such cases the unit will treat the candidate in the same way that it treats other candidates for promotion to the rank of full professor.

Proposed Amendment to FSRR 7.4.2.2

FSRR 7.4.2.2
Rationale:
The proposed amendment is the result of the charge to FSRR to “Construct a general statement for inclusion in the Faculty Senate Rules and Regulations which will mitigate conflicts of interest in all hearings related to faculty members’ discipline and/or dismissal.”

Amendment to FSRR 7.4.2.2:
Provide for the adoption of evaluation procedures by units that ensure review is conducted in a manner that avoids conflict of interest and respects faculty rights, including academic freedom and tenure, the confidentiality of personnel matters, and principles of due process, including the right to appeal unfavorable decisions.