

Principle changes proposed in the revised version of the "Handbook for Faculty and Unclassified Staff" (Fall 2005)

Background:

A number of faculty have asked for a redline version of the proposed new "Handbook for faculty and Unclassified Staff" showing all additions and changes in the old Handbook. Such a document is not practical because the entire document has been redrafted. The version under consideration is the aggregate product of the work of 5 committees, charged almost 3 years ago with looking at various sections of the handbook and suggesting changes and revisions that were incorporated into this version. In addition, the appropriate individuals reviewed each section to be sure that it is current with any very recent changes in Federal Regulations, Board of Regents Policies, or State of Kansas statutes. While several of the original committee members that contributed to this process have retired or moved to other positions, their current counterparts have reviewed the document. This version also has been available for faculty review since September 29th. Many of the final changes incorporated into the present revised version reflect our new (since Dr. Hagen) administrative structure and some are changes that reflect current practice versus procedure as described in the old, but still current handbook. In addition, in order to make the handbook more reader and user friendly, most of the sections were re-written by a professional editor to make them easier to follow (for example the grievance and appeal processes have been more clearly spelled out). Because of all these factors, there is not a one to one parallel of the text to the old handbook in many instances. In short, there is not a simple redline document which allows direct word for word comparison of changes.

While this proposed new handbook is based on the old one, it is presented as a whole and not as a series of specific changes to the existing document. It has been reformulated to be a web-based document with links and facilitated jumps to specific sections. Nevertheless, careful attention was paid to be sure all of the protections of the tenure system remain intact and that due process is preserved in all appeal processes.

Recognizing that this document is long and complex, the following list is presented as a shorthand guide to the substantive changes appearing in the revised "Handbook" now under consideration by the Faculty.

Summary:

- 1) The appeal structures have been modified to avoid a conflict of interest due to the dual roles of Executive Dean and Executive Vice Chancellor Atkinson and Dean and Senior Vice Chancellor Miller.
- 2) The annual evaluation of faculty has been modified to reflect current practice, particularly in the School of Medicine.

- 3) The appeal processes which relate to promotion, tenure and other complaints or grievances have been specifically spelled out and more clearly defined.
- 4) Modifications in the Faculty Assembly Bylaws, which were proposed in 2003 by the Faculty Assembly Steering Committee but not ratified by the full faculty, have been included and are summarized below.
 - a. Clarify the mandate and membership of Faculty Assembly committees
 - b. Dissolve committees with a history of extended inactivity or those which have become redundant due to the changing nature of technology services and evolving needs of the University community (Faculty Council, Resources & Facilities Planning, Intercampus Liaison, Informatics)
 - c. Rename the "Library" committee as the "Information Resources" committee and revise the mandate to include essential activities previously performed by the Intercampus Liaison and Informatics committees.
 - d. Expand Steering Committee membership from six to ten members. The mandate of the larger committee would include activities previously performed by the Faculty Council.
 - e. Recognizing the advantages and increasing prevalence of electronic polling, text describing Policies and Procedures related to the elections process has been modified to allow both paper and electronic ballots.
- 5) This and future versions of the Handbook will exist as on-line documents, containing hypertext links to topics in the Table of Contents, among related topics in the document, and links to other web-based documents and resources.