

KANSAS STATE UNIVERSITY | Office of the Provost and Senior Vice President

January 26, 2015

To: Gary Alexander
Vice President for Academic Affairs, Kansas Board of Regents

From: April Mason *am*
Provost and Senior Vice President, Kansas State University

Re: Proposed Update to K-State's Procedure for Review of Dismissal of Tenured Faculty
(K-State's Request for Approval of its Revision of K-State University Handbook, Appendix M:
Procedure for Review of Dismissal of Tenured Faculty)

Background & Rationale:

KBOR Policy Manual Chapter II, Section C.2.b.vii. sets forth the general parameters for a regents university to appoint tenure-track faculty members, evaluate progress and award or deny tenure, and terminate tenured faculty. Subsection C.2.b.vii.(3) states "Within this general policy, each state university may make such operating regulations as it deems necessary, subject to the approval of the Board."

K-State has adopted policies related to tenure as set forth primarily in Section C and Appendix M of its University Handbook, available at <http://www.k-state.edu/academicpersonnel/hbbook>. Appendix M sets forth the Procedure for Review of Dismissal of Tenured Faculty, the grievance process available to tenured faculty dismissed for reasons other than financial exigency or program discontinuance. Such terminations are extremely rare. Appendix M has not been updated since 1986.

In 2014, K-State held a hearing under Appendix M. Through that process, the minimal nature of the procedures included in the current Appendix M was apparent. Past practices from prior hearings were used, and reasonable procedural requirements were adopted from other K-State grievance processes that are set forth in more detail. In order to provide the needed clarification and consistent documentation of the process to be followed, K-State now seeks to revise the policy as proposed in the attached document.

In addition, changes are proposed to add an additional alternate to ensure a full hearing panel and to allow faculty with administrative tenths time of less than 0.25FTE to serve as panel members or alternates. Several additions are suggested in order to reflect the existing requirements of the Kansas Open Meetings Act. Finally, the provost has been designated as the final decision maker, consistent with the provost's role as chief academic officer.

Proposal:

Attached hereto in both tracked changes and clean form is a draft revision to K-State's University Handbook Appendix M, Procedure for Review of Dismissal of Tenured Faculty, which K-State proposes to replace the current Appendix M, set forth at <http://www.k-state.edu/academicpersonnel/fhbook/fhxm.html>.

Review and Approval by BOR:

It is my understanding that this proposal will be considered by the Board Academic Affairs Standing Committee, and then the Board. We would be happy to make available any additional information deemed necessary in your consideration of our request for approval of these clarifications to K-State's Procedure for Review of Dismissal of Tenured Faculty.

Attachment

cc: Kirk Schulz, President, Kansas State University
Ruth Dyer, Senior Vice Provost for Academic Affairs, Kansas State University
Lindsay Chapman, Senior Assistant General Counsel, Kansas State University