

FY-12 FACULTY RIGHTS, PRIVILEGES AND RESPONSIBILITIES- (FRPR)

Approved by FacEx: 5/24/2011

Approved by Faculty Senate: 9/8/11-(charge 4 approved at 10/6/11 Senate Meeting)

- Contact FacEx chair Rodolfo Torres (torres@math.ku.edu) for further information or to schedule a meeting with FacEx to discuss recommendations for action on the charges.
- Minutes of each meeting should be e-mailed to the Governance Office (govern@ku.edu) as soon as they are approved. The minutes will be posted to the Governance web site.
- If the committee is recommending a change to university policy or rules, FacEx must officially receive that recommendation by 03/13/12 in order to meet timeline requirements for full review by Governance.
- Please send a report of the committee's actions on each of the charges, as well as any recommendations the committee wishes to make concerning charges or membership for the following academic year, to University Governance, at govern@ku.edu. Please include the names of committee members and submit the report by April 1, 2012. If the committee still expects to conduct business after April 1, please submit a report by April 1 and later submit any addenda that may be appropriate.

Standing charges:

As circumstances require:

1. Monitor and oversee the implementation of university policies related to the rights and responsibilities of the faculty, including the following general areas (1) appointments, promotions, granting of tenure, and non-reappointments; (2) merit evaluations, rewards and sabbatical leaves; (3) protection of the faculty's right to privacy; and (4) intellectual property. Review all current policy statements regarding these matters to ensure that they are adequate, appropriate, and readily available to all faculty members. Report issues, problems, and recommendations to FacEx (ongoing).
2. Respond to inquiries and address issues regarding faculty rights, privileges, and responsibilities (as they arise).
3. Communicate with representatives of the AAUP regarding their concerns relating to faculty rights, privileges and responsibilities. Report issues, problems, and recommendations to FacEx (ongoing).

Specific charges:

1. Respond to questions from FacEx, as requested, as FacEx makes revisions for final approval of the Faculty Code of Rights, Responsibilities, and Conduct, pending from FY 10 (ongoing until final approval). Communicate with the Faculty Rights Board chair regarding interpretation of faculty rights in conjunction with current FRB functioning and procedures. Report to FacEx 12/06/11.
2. Review and monitor implementation of the strategic initiatives on Energizing the Educational Environment, Driving Discovery and Innovation, Engaged Scholarship for Public Impact, and Elevating Doctoral Education to determine how execution of these strategic initiatives might impact the rights, privileges, and responsibilities of the KU faculty. Work with the different planning groups. Report issues, problems and recommendations to FacEx as the implementation processes evolve.
3. Review and monitor the effects of the implementation of the Changing for Excellence initiative and how execution of the proposal might impact the rights, privileges, and responsibilities of the KU faculty. Report issues, problems and recommendations to FacEx as the process evolves.

4. Continue to update the process started in 2008 related to the relocation into FSRR of policies that affect faculty rights and responsibilities and the inclusion of guidelines to policies in the new *Handbook for Faculty and Unclassified Staff*. Special actions within this charge are:
 - i. Consider the inclusion in Article 7 Section 3 of the FSRR and/or the Faculty Code of Rights, Responsibilities, and Conduct of explicit faculty rights and policies regarding dismissal for cause in post-tenure situations (cf. page 12, item 5, of the new Handbook and USRR 6.4 in what relates to dismissals). Report to FacEx by 2/14/2012.
 - ii. Review FSRR 6.4.2 and the guidelines issued by the Provost regarding the Progress Toward Tenure Review (https://documents.ku.edu/policies/provost/Promotion_and_Tenure/ProgressTowardTenureReview.htm). Consider the need for further elaboration in the FSRR, concerning the non-reappointment of untenured faculty prior to their mandatory tenure review.
 - iii. Interact with the FRB and SPPT committees regarding the above specific sub-charges as needed. Report recommendations for actions to FacEx as issues and concerns arise.