Agenda

• Call to Order: Jeff Searl

• EVC’s Office Report:
  – Dr. Karen Miller
Agenda

• Academic Affairs Report: Dr. Alan Rawitch
Agenda

• Faculty Assembly Chair Report: Jeff Searl
  – Kansas Board of Regents
    • “student success”
    • Post-tenure review
  – Council of Faculty Senate Presidents (COFSP)
  – Meeting with Dr. Stites
In September 2010, the Kansas Board of Regents approved a 10-year strategic agenda for the state’s public higher education system. Entitled Foresight 2020, the plan sets long-range achievement goals that are measurable, reportable, and ensures the state’s higher education system meets Kansans’ expectations.

"Foresight 2020 represents three years of thoughtful examination, dialogue, and input from the state’s public colleges and universities, fellow Regents, and staff," said Regent Gary Sherrer of Overland Park, Chairman of the Kansas Board of Regents. "This plan will ensure, through measurable and aspirational goals, that the quality of the state’s public higher education system is significantly enhanced."

Foresight 2020 includes six strategic goals:

1. Achieve alignment between the state’s preK-12 and higher education systems and continue to enhance alignment between higher education institutions.
2. Achieve participation in the state’s higher education system that better reflects the state’s demography and more fully engages adult learners.
3. Achieve measurable improvement in persistence (retention) and completion (graduation) rates for higher education institutions across the state.
4. Ensure that students earning credentials and degrees across the higher education system possess the foundational skills essential for success in work and in life.
5. Enhance alignment between the work of the state’s higher education system and the needs of the Kansas economy.
6. Enhance the regional and national reputation of Kansas universities through aspirational initiatives.

"The goals of Foresight 2020 are ambitious, achievable, and absolutely necessary," said Sherrer. "Public higher education is a critical asset to Kansans, is key to economic success, and is essential for securing the best possible future for our citizens and our state. By working to accomplish these goals, we will demonstrate the value our colleges and universities provide, while improving the quality and efficiency of our system."

http://www.kansasregents.org/foresight_2020
# Student Success

## Kansas Public State Universities
### One Year Retention Rate
#### Foresight 2020 Goal

<table>
<thead>
<tr>
<th>University</th>
<th>Fall 2010</th>
<th>Fall 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Kansas</td>
<td>80.1%</td>
<td>90.1%</td>
</tr>
<tr>
<td>Kansas State University</td>
<td>81.7%</td>
<td>91.7%</td>
</tr>
<tr>
<td>Wichita State University</td>
<td>72.8%</td>
<td>82.8%</td>
</tr>
<tr>
<td>Emporia State University</td>
<td>69.0%</td>
<td>79.0%</td>
</tr>
<tr>
<td>Pittsburg State University</td>
<td>70.8%</td>
<td>80.8%</td>
</tr>
<tr>
<td>Fort Hays State University</td>
<td>62.3%</td>
<td>72.3%</td>
</tr>
<tr>
<td>System</td>
<td>76.9%</td>
<td>86.9%</td>
</tr>
</tbody>
</table>

Note: The graph visually represents the retention rates for different universities in the Kansas Public State University system, comparing the academic years Fall 2010 and Fall 2020.
Student Success

Kansas Public State Universities
Six Year Graduation Rate
Foresight 2020 Goal

<table>
<thead>
<tr>
<th>University</th>
<th>2010 Rate</th>
<th>2020 Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Kansas</td>
<td>61.0%</td>
<td>71.0%</td>
</tr>
<tr>
<td>Kansas State University</td>
<td>59.2%</td>
<td>69.2%</td>
</tr>
<tr>
<td>Wichita State University</td>
<td>41.7%</td>
<td>51.7%</td>
</tr>
<tr>
<td>Emporia State University</td>
<td>40.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td>Pittsburg State University</td>
<td>54.8%</td>
<td>64.8%</td>
</tr>
<tr>
<td>Fort Hays State University</td>
<td>42.0%</td>
<td>52.0%</td>
</tr>
<tr>
<td>System</td>
<td>55.3%</td>
<td>65.3%</td>
</tr>
</tbody>
</table>
Post-tenure Review

- Sept KBOR meeting – first signs but no specific request to us
- Subsequently – COFSP moving in parallel with COCAO (but not necessarily aware of it)
- KUMC Faculty Handbook pp. 74-76
next regular appointment (i.e., academic or fiscal year).

e. **Provision for Periodic Review of Tenured Faculty.**

i. The faculty of each unit, in collaboration with the unit administrator (department chair, unit coordinator, or dean if a school has no departments or other units), will develop and adopt a modification of the process of annual evaluation of individual faculty members.

ii. The criteria to be used in the periodic review of tenured faculty will be approved by the department, dean and Vice Chancellor for Academic Affairs. A current copy of the criteria is kept on file with the Faculty Assembly Steering Committee and the Vice Chancellor for Academic Affairs.

iii. The process will include a statement of the overall acceptable level of performance that meets faculty academic responsibilities, a process for annual evaluation of faculty, a provision for faculty development, and a statement of faculty members’ right to due process in the event any disagreement should arise in the course of the evaluation.

iv. After evaluation for consistency among units (departments, divisions, etc.) by the dean and Vice Chancellor for Academic Affairs, the
More recently

- Lawrence Journal World Article, 11-5-12
  [http://www2.ljworld.com/news/2012/nov/05/reviews-tenured-professors-proposed/](http://www2.ljworld.com/news/2012/nov/05/reviews-tenured-professors-proposed/)

- COFSP 11-14-12 mtg + KBOR 11-15-12 mtg

Faculty driven
Campus based
Developmental
not solely punitive focus – possibility of process on reward side
d. Each state university shall implement a plan to supplement its annual faculty evaluation system, and shall adopt and implement a post-tenure review plan consistent with this policy. Each plan shall include procedures and strategies for the following:

(1) Training of departmental chairpersons in the administration of faculty evaluation.

(2) Linkage of the outcomes of faculty evaluation with assistance for renewal and development and, when necessary, reassignment and other personnel actions.

(3) Training and supervision of graduate teaching assistants.

(4) Regular post-tenure review. The primary purpose of this post-tenure review process is to assist faculty members with identifying opportunities that will enable them to reach their full potential for contribution to the university. Such review is intended to provide a longer term perspective than is usually provided by an annual review. The expectation is that each tenured faculty member will be assessed five years after the most recent promotion or personnel action, and reviews will continue at five-year intervals unless interrupted by a further review for promotion. This review shall be in addition to, not in lieu of, annual evaluations.
Agenda

• Standing Committee Reports:
  – Elections: Joaquina Baranda
  – Research: Ed Ellerbeck
  – Information Resources: Ken Davis
  – Faculty Concerns: Jeanne Schott
Agenda

• New Business: Jeff Searl

KBOR FACULTY OF THE YEAR AWARD –
• already in the KBOR Policies and Procedures Manual II (p.73) but not implemented.

• Two per regent institution – one tenure earning, one tenured

• FASC to develop criteria to submit to BOR for approval

• Recognition award only, no $
Faculty Governance

Faculty Assembly

Bylaws for Faculty Assembly - see page 22 of the Handbook for Faculty and Other Unclassified Staff.

Standing Committee Membership

Standing Committee Minutes

Faculty Concerns Secure Communication form

The Faculty Concerns Committee is a group of faculty members elected from among the KU Medical Center and the KU School of Medicine-Wichita Faculty Assembly. This committee’s purpose is to consider requests for assistance relating to any faculty concern, except issues of promotion and tenure. To that end, we have created this secure communication mechanism for faculty to express any concerns which our committee may play a role in resolving. **continue to form**
In order to recognize and encourage excellence in teaching, research, and service, the Board will, on an annual basis, present an award to one tenured and one non-tenured but tenure track faculty member at each state educational institution and the University of Kansas Medical Center. To assist the Board in identifying appropriate recipients for the award, the Faculty Senate of each state educational institution and the University of Kansas Medical Center shall adopt criteria by which each Faculty Senate shall annually select two faculty members to recommend to the Board for recognition. The criteria shall seek to identify faculty members whose teaching, research, and service over the preceding academic year have exemplified excellence and commitment to the mission of the institution. The criteria may be adopted and amended at any time in accord with the governance procedures of the individual Faculty Senates but shall be submitted to and subject to final review and approval by the President and CEO of the Board. Nominations shall be submitted to the Board in adequate time for review and approval or rejection at the Board’s annual August retreat. Recipients shall be called before the Board for recognition at the September Board meeting by invitation of the Board Chair. (4-10-03)