

Faculty Handbook



TABLE OF CONTENTS

Contents

SECTION 1	FORWARD	6
1.1	INTRODUCTION	6
1.2	INCORPORATION OF THE EMPLOYEE HANDBOOK	6
1.3	AMENDMENT TO THE FACULTY HANDBOOK	6
SECTION 2	ACADEMIC ORGANIZATION	8
2.1	GOVERNANCE STRUCTURE OF THE FACULTY/THE ORGANIZATION OF THE FACULTY	8
2.1.1	The Faculty	8
2.1.2	Types of Faculty	9
2.1.3	Other Types of Faculty	12
2.2	OFFICERS OF THE FACULTY	13
2.2.1	Presiding Officer	13
2.2.2	Secretary of the Faculty	14
2.2.3	Chair of the Faculty Affairs Committee	14
2.3	THE DIVISIONS	14
2.3.1	Division Representatives	14
2.3.2	Provost's Council	16
2.4	THE DEPARTMENTS	16
2.4.1	Department Chair Appointment	17
2.4.2	Program Director or Area Coordinator	19
2.5	ADDITIONS OR DELETIONS OF ACADEMIC PROGRAMS (MAJORS)	20
SECTION 3	TYPE OF CONTRACTS AND FACULTY MEMBER APPOINTMENT, RANK, REVIEW, PROMOTION, TENURE, RESPONSIBILITIES, DEVELOPMENT, AND SEPARATION	21
3.1	TYPES OF CONTRACTS	21
3.1.1	Non-Tenure-Track Contracts	21
3.1.2	Tenure-Track Contracts	21
3.1.3	Tenured Contracts	22
3.2	FACULTY MEMBER SEARCH, APPOINTMENT	22
3.3	TENURE ELIGIBILITY	22
3.4	PEER REVIEW PROCESS	23
3.4.1	Administration	23
3.4.2	Training	23
3.4.3	Faculty Member Evaluation Process	24

3.4.4	Timeline for Review Process	25
3.4.5	Types of Reviews	27
3.4.6	Faculty Member Evaluation Criteria	28
3.4.7	Part-Time and Adjunct Faculty Members	32
3.5	FACULTY MEMBER RIGHTS AND RESPONSIBILITIES	33
3.5.1	Faculty Member Responsibilities as University Representatives	33
3.5.2	Workload.....	33
3.5.3	Academic Freedom.....	34
3.5.4	Intellectual Property	35
3.5.5	Integrity in Research	35
3.5.6	Outside Employment/Conflict of Interest	35
3.5.7	Dress Code	35
3.6	FACULTY MEMBER DEVELOPMENT	35
3.6.1	Sabbatical Leave	35
3.6.2	Faculty Member Development and Funding	37
3.6.3	Leave of Absence	38
3.7	FACULTY MEMBER GRIEVANCE	38
3.7.1	Procedure: Step 1 – Informal Resolution	39
3.7.2	Procedure: Step 2 – Formal Submission of Grievance, Preliminary Findings, and Mediation	39
3.7.3	Procedure: Step 3 – Grievance Hearing and Advisory Decision	42
3.7.4	Procedure: Step 4 – Presidential Review.....	43
3.7.5	Review of Record by the Executive Committee of the Board of Trustees	43
3.7.6	Special Provisions	43
3.8	SEPARATION	43
3.8.1	Resignation	43
3.8.2	Retirement.....	44
3.8.3	Non-reappointment (Probationary) Contracts	45
3.8.4	Termination.....	45
3.8.5	Dismissal for Cause.....	47
SECTION 4	ACADEMIC POLICIES	50
4.1	GENERAL ACADEMIC REQUIREMENTS	50
4.2	ACADEMIC ADVISING	50
4.3	STATEMENT ON ATTENDANCE	50
4.4	ACADEMIC REGALIA	50
4.5	THE FACULTY MARCHING ORDER.....	51
4.6	PUBLIC RELATIONS	51
4.7	TEXTBOOKS.....	51
4.8	CARE OF FACILITIES	51

SECTION 5	ADMINISTRATIVE & FINANCIAL POLICIES OF INTEREST TO	
	FACULTY MEMBERS	53
5.1	SALARY	53
5.1.1	Starting Salary	53
5.1.2	Minimum Salaries	53
5.1.3	Salary Increases	54
5.2	FRINGE BENEFITS	54
5.2.1	Sick Leave/Disability	55
5.2.2	Vacations.....	55
5.3	PERFORMANCE PERSONNEL FILE	55
5.4	LIABILITY INSURANCE	56
APPENDIX A:	Faculty Member to Faculty Member Conversations	57
	Faculty Conversations	57
	Mentor/Mentoring.....	57
	Coach/Coaching	57
	Wesley Covenant Groups	57
APPENDIX B:	Final Exams	58
APPENDIX C:	Faculty Meetings and Committees	59
1.1	COLLEGIALITY	59
1.2	FACULTY MEETINGS	59
1.3	RULES OF PROCEDURE	59
1.3.1	Agenda	59
1.3.2	Membership and Voting	60
1.3.3	Conducting Business	60
1.3.4	Types and Scheduling of Meetings.....	61
REFERENCE DOCUMENT A:	KWU Faculty Committee Descriptions (<i>Reference numbers are for</i>	
	<i>Faculty Handbook Appendix C: Faculty Meetings and Committees</i>)	62
1.4	COMMITTEES	62
1.4.1	Faculty Membership on Committees and Councils	62
1.4.2	Academic Affairs Committee	63
1.4.3	Curriculum Committee	64
1.4.4	Departmental Council.....	64
1.4.5	Enrollment Committee	65
1.4.6	Faculty Affairs Committee.....	65
1.4.7	Honors Program Committee	66
1.4.8	Liberal Studies Committee.....	67
1.4.9	Online and Educational Technology Committee	68

1.4.10	Peer Review Coordinating Committee	68
1.4.11	Provost's Council	69
1.4.12	Teacher Education Committee/Teacher Ed Unit	70
1.4.13	Athletics Committee	70
1.4.14	Compliance and Data Integrity Committee	71
1.4.15	Diversity, Equity, and Inclusion Committee	71
1.4.16	Green Committee.....	72
1.4.17	Institutional Assessment and Research Council (IARC)	73
1.4.18	Institutional Direction Committee	74
1.4.19	Retirement Plan Committee	74
1.4.20	Student Conduct / Student Life Committee	75
1.4.21	Student Success Committee	75
1.5	ADVISORY COUNCILS	76
1.5.1	Animal Use & Care Advisory Council.....	76
1.5.2	Emergency Management Program Advisory Council	76
1.5.3	Institutional Review Board for the Ethical Treatment of Human Subjects (IRB).....	76
1.5.4	Nursing Advisory Council	77
1.5.5	Social Work Advisory Board.....	77
1.5.6	Teacher Education Advisory Council.....	77
REFERENCE DOCUMENT B: Kansas Wesleyan Organization Chart		78
REFERENCE DOCUMENT C: Intellectual Property Policy		79

SECTION 1 FORWARD

1.1 INTRODUCTION

This Faculty Handbook is effective as of 2023 and applies to all faculty members at Kansas Wesleyan University (“KWU”). This Handbook is not all-inclusive but is intended to provide a summary of guidelines and procedures. In the event of any conflict between the specific terms or provisions of an individual faculty member’s letter of appointment or reappointment and the language of this Faculty Handbook, the faculty member’s letter of appointment or reappointment shall prevail.

Nothing set forth herein is intended to create a contract. Neither the policies used in this Handbook, nor any oral statement made by the Administration constitutes a contract of employment, either expressed or implied, or a guarantee of employment for a specific duration, or a guarantee of employment benefits.

Faculty members are responsible for maintaining their own up-to-date knowledge about university policies, procedures, benefits, and working conditions. Individual faculty members are responsible for reviewing the policies and procedures described in this Handbook and in the KWU Employee Handbook.

Questions on any contradictory and/or typographical issues in this Handbook will be determined by the President of the university and communicated in writing to faculty members. The policies set forth in this Handbook may be amended by the university from time to time, with prior notice being given.

All changes will be reported to Faculty Affairs Committee who will maintain a copy of the Handbook, with the master copy being retained in the Office of the Provost. The Faculty Handbook can be found on the KWU Intranet.

1.2 INCORPORATION OF THE EMPLOYEE HANDBOOK

To the extent that provisions in the KWU Employee Handbook do not conflict with provisions in this Faculty Handbook, the provisions in the KWU Employee Handbook are incorporated herein by reference as if fully set forth herein. Faculty members are responsible to read and understand the KWU Employee Handbook, the provisions of which apply to all employees of the university, and to read and understand the Faculty Handbook. Faculty members are to comply with the provisions in the Employee Handbook and with the provisions in the Faculty Handbook.

1.3 AMENDMENT TO THE FACULTY HANDBOOK

This Faculty Handbook is a living and collaborative document that will be amended and updated annually or as needed.

The Board of Trustees has initial and ultimate responsibility in determining general, educational, financial, and related policies deemed necessary for the administration and development of the university in accordance with its stated purposes and goals. The Board of Trustees reserves the right in its discretion to change, modify, add and / or discontinue any policy, process, language, and / or provision

contained in this Handbook and in the KWU Employee Handbook as it deems appropriate. In recognition of the university's commitment to shared governance, it is understood that the Board of Trustees may only exercise its discretionary right to independently modify university policies in rare circumstances (acts of God, pandemics, or other unforeseen events) which render shared governance impractical or impossible.

Amendments and changes to this Handbook may be proposed by any faculty member, the Faculty Affairs Committee, the Provost, the President, and/or the Board of Trustees. Amendments to this Handbook shall be submitted to the Faculty Affairs Committee prior to distribution and then distributed to all voting members of the Faculty not less than one week before the Faculty meeting at which it is to be considered. A two-thirds vote of those present will be required for approval of any proposed changes by the Faculty. Such amendments to the Faculty Handbook may be approved at any meeting of the full voting membership of the Faculty (e.g., not a meeting of the teaching faculty) and will not be in effect until they have been submitted to the President and approved by the Board of Trustees.

The President is empowered to update the Handbook, with approval from the Faculty Affairs Committee, based on changes related to titles/roles of administrators at the university without vote by the Faculty and the Board of Trustees. The President is required to share these changes in writing with the Faculty promptly.

The Faculty Affairs Committee and the Provost are charged with maintenance of the Faculty Handbook and with an annual review of the provisions of the Handbook. The Faculty Affairs Committee can make minor edits (such as numbering, grammar, or correcting titles that have changed) to the Faculty Handbook without a vote of the faculty and will share all changes with the faculty in writing. The Faculty Affairs Committee, the Provost, and President will track all proposed changes to make the Faculty Handbook (including minor edits described above), so that each of them, and the Board of Trustees, are clearly apprised of all proposed changes made to the document, whether or not the party making the changes deems them to be minor or material in nature.

Appendices to the Faculty Handbook may be changed without approval of the Board of Trustees, but the Board should be apprised of all such changes made. Material changes in the Appendices will be approved by a two-thirds vote of the Faculty and then approved by the Provost, and then the President. Other reference documents appended to the Faculty Handbook, such as the university organizational chart, are not subject to Faculty approval.

No provision in this Handbook can be waived without written permission from the university's President. Such a waiver, if granted, applies only to the faculty member for whom the waiver was given at the time of the waiver.

SECTION 2 ACADEMIC ORGANIZATION

2.1 GOVERNANCE STRUCTURE OF THE FACULTY/THE ORGANIZATION OF THE FACULTY

2.1.1 The Faculty

The title of this organization shall be the Faculty of Kansas Wesleyan University (the Faculty).

2.1.1.1 Membership

The voting membership shall consist of the President, the Provost, the Academic Dean, the Registrar, the Director of Library Services, Director of Diversity, Director of Student Success Center, faculty members who hold full-time and regular three-quarter-time appointments and hold rank, directors of academic/graduate programs and departments responsible for the implementation and development of curriculum (and related assessment), and Faculty Emeriti.

The percentage of administrative voting members (example: President, the Provost, the Academic Dean, the Registrar, the Director of Library Services, Director of Diversity, Director of Student Success Center, etc.) shall not exceed 15% of the teaching faculty. Directors of academic/graduate program and departments are not included in the 15%.

Nonvoting members shall consist of other part-time faculty, adjunct faculty, and all other administrative personnel. Nonvoting members are extended floor privileges but may not hold office.

“Teaching Faculty” is defined as all voting members who hold half-time or higher teaching loads, and/or who are directors of academic programs.

2.1.1.2 Purposes and Processes

The purposes of the Faculty shall be to develop such academic programs, policies, and regulations as it may deem necessary to implement the instructional program of the university, including admissions requirements, academic standards, course and degree requirements, candidates for degrees, and student activities. Specifically, this would encompass, but not be limited to:

1. Standards for admission, registration, and retention of students;
2. Programs, curricula, and outcomes;
3. Requirements for earned degrees;
4. Standards for instruction;
5. Standards for research and professional development;
6. Professional responsibility;

7. Standards for academic freedom; and
8. Qualifications for faculty members' rank and tenure.

All such programs, policies, and regulations will be subject to review and approval by the Board of Trustees.

2.1.1.3 Faculty Organization

The President is responsible for faculty members of the university. The Chief Academic Officer for faculty members is the Provost.

2.1.2 Types of Faculty

Ranked faculty members are those persons who typically teach twenty-four credit hours per academic year, or...have a three-quarter time teaching load or more, and hold the rank of Visiting Lecturer/Instructor/Professor, Lecturer, Instructor, Assistant Professor, Associate Professor, and Professor. It is recognized and understood that exceptions to the requirements listed below for academic rank may be made by the President upon recommendation of the Provost and the Divisional Council. Related academic/nonacademic professional experience may be a factor in granting such exceptions.

2.1.2.1 Lecturer

A lecturer is a faculty member who is hired to bring specialized expertise to an academic area. A high level of practical knowledge may be substituted for advanced academic degrees. This position is not eligible for tenure. If teaching three-quarter time or more, the lecturer will have voting rights in the Faculty.

2.1.2.2 Visiting Lecturer/Instructor/Professor

A visiting lecturer/instructor/professor is a temporary faculty member who holds similar credentials to regular faculty members and who is employed on a short-term basis to fulfill curricular needs. This position is not eligible for tenure. If teaching three-quarter time or more, the visiting lecturer/instructor/professor will have voting rights in the Faculty.

2.1.2.3 Instructor

The minimum requirements for faculty member rank of Instructor include the following:

1. Master's degree with eighteen credit hours in related field to teaching assignment, and
2. Primary focus is classroom instruction.

NOTE: Individuals who earn a doctorate or terminal degree while in the rank of Instructor may request

promotion to the rank of Assistant Professor.

2.1.2.4 Assistant Professor

The minimum requirements for faculty member rank of Assistant Professor include all the following:

1. Earned doctorate or terminal degree in an appropriate discipline, or a Master's degree in an appropriate discipline with three years of full-time teaching at Kansas Wesleyan University. Eighteen graduate credit hours must be in a field related to the primary teaching assignment.
2. Evidence of potential for effective teaching (as articulated in the Peer Review section), seeking activities to improve teaching effectiveness.
3. Maintaining current knowledge in the discipline including the following:
 - a. Memberships in appropriate disciplinary organizations, and
 - b. Reading to stay current in the field, and
 - c. Regular attendance at conferences and/or webinars related to one's discipline.
4. Participation in campus and community service activities including all the following:
 - a. Member of at least one university committee;
 - b. Involved in local community; and
 - c. Participating in university recruitment activities.

2.1.2.5 Associate Professor

The minimum expectations for faculty member rank of Associate Professor include all the following:

1. Earned doctorate or terminal degree in the discipline with eighteen credit hours in related field to teaching assignment or special permission from the Provost for hard-to-recruit areas.
2. Six years of full-time teaching as an Assistant Professor at Kansas Wesleyan University or the equivalent at other institutions as agreed upon at the time of employment.
3. Effective teaching and advising including all the following:
 - a. Evidence of effective teaching and involvement in activities to improve teaching;
 - b. Demonstrated effort to effectively utilize technology in the classroom; and
 - c. Evidence of effective advising and involvement in activities to improve advising.
4. Participation in the discipline including all the following:

- a. Memberships in appropriate disciplinary organizations and attendance at meetings;
 - b. Regular attendance at conferences and/or webinars related to one's discipline; and
 - c. Sharing of scholarship with others (university, local, or organizational presentations).
5. Participation in service to the campus and the local community including all the following:
- a. Active member of committees, ideally some leadership roles;
 - b. Visible representative of the university in the local community; and
 - c. Regular volunteer for university recruitment activities.

2.1.2.6 Professor

The minimum requirements for faculty member rank of Professor include all the following:

- 1. Earned doctorate or terminal degree in the discipline with eighteen credit hours in related field to teaching assignment or special permission from the Provost for unusual circumstances or hard-to-recruit areas;
- 2. Five years of full-time teaching experience as an Associate Professor at Kansas Wesleyan University;
- 3. Excellence in teaching and advising including all the following:
 - a. Evidence of pattern of excellent teaching and involvement in activities to improve teaching;
 - b. Effective use of technology in the classroom and evidence of teaching innovations; and
 - c. Evidence of a pattern of excellent advising and involvement in activities to improve advising.
- 4. Participation in the discipline including all the following:
 - a. Keeping up to date in pedagogy/andragogy and scholarly trends in the field;
 - b. Membership in appropriate disciplinary organizations, with regular attendance at professional meetings or webinars inasmuch as is possible; holding office would be considered a mark of distinction;
 - c. Regular attendance at conferences and/or webinars related to one's discipline; and
 - d. Contribution to the scholarship of the discipline (one's primary or secondary field of teaching), evaluated for quality by members of the same or related discipline. This could include active participation and contribution in

scholarship and/or pedagogy, peer reviewed scholarship, or equivalent experience. Involving student collaborators in this endeavor would be considered a mark of distinction, as would the successful incorporation of one's scholarship into courses.

5. Demonstrated leadership in service to the university and the local community including all the following:
 - a. Pattern of leadership contribution in service to university improvement;
 - b. Visible promotion of the university in the local community;
 - c. Pattern of effectiveness and being a role model in university recruitment efforts; and
 - d. Mentoring of fellow faculty members.

*Regarding all levels of professorship; should a person not desire to move up in rank then the expectation of the current rank will be maintained.

2.1.3 Other Types of Faculty

2.1.3.1 Part-Time Ranked

Part-time ranked faculty members are those persons who are assigned a teaching load of less than full time as defined in the workload section, but who hold the rank of Professor, Associate Professor, Assistant Professor, or Instructor. Part-time ranked faculty members normally receive temporary contracts and are not eligible for tenure.

2.1.3.2 Adjunct Faculty

Adjunct faculty members are contracted on a course-by-course basis and do not hold rank. Adjunct faculty members receive temporary contracts and are not voting members of the Faculty, but have floor privileges (unless they have Emeriti status). They are not eligible for tenure.

2.1.3.3 Emeriti Faculty

Emeriti faculty members are approved by an action of the Board of Trustees. Recommendations for emeritus status originate with the academic division (of which the individual was a member), are approved by the Departmental Council, the Provost, the President, and are recommended to the Board of Trustees. To be considered for emeritus status, a faculty member must have held the rank of Associate or full Professor, been a full-time faculty member, and formally retired. Emeritus status is conferred upon faculty members who have made significant contributions to Kansas Wesleyan University through long and distinguished service in teaching, research, or service to the university.

An emeritus faculty member will have the following privileges: Voting and floor privileges at the

Faculty meetings; use of facilities and equipment when they are available and are requested; use of an office and mailbox when they are available and are requested; the right to pay for supplies, such as stationery, and the use of the copier at the departmental rate; access to complimentary athletic tickets; and an option for part-time teaching based on the needs of the university.

2.1.3.4 Affiliated Faculty

Affiliated faculty members are employees of other educational institutions and provide liaison for Kansas Wesleyan University students who receive part of their education from the other institution. Affiliated faculty members are not employees of the university, and no salary, tenure, or privileges are involved in this status.

2.1.3.5 Administrators with Faculty Status

The President, Provost, Academic Dean, Registrar, Director of Nursing Education & Health Sciences, Director of Library Services, and other positions as may be designated by the Board of Trustees are members of the Faculty with voting privileges and will be eligible for tenure. They may be assigned faculty member rank and/or tenure by the Board of Trustees upon recommendation of the President after consulting with the appropriate Department Chair and the Peer Review Coordinating Committee. Their contract status is determined on an individual basis.

2.2 OFFICERS OF THE FACULTY

2.2.1 Presiding Officer

The Presiding Officer of the Faculty for the coming year will be elected by the teaching faculty at the last regular Faculty meeting of the previous year. The Presiding Officer of the Faculty shall be a tenured member of the Teaching Faculty. The term of office shall begin the first day after commencement following the election.

The role and duties of the Presiding Officer of the Faculty shall include the following:

1. Preside over all Faculty meetings (in the absence of the Presiding Officer, such responsibility will first fall upon the Chair of Faculty Affairs, then upon the President, or Provost);
2. In consultation with the Provost, establish agendas for Faculty meetings;
3. Serve as representative of the Faculty on the Institutional Direction Committee and/or PC+;
4. Serve as representative of the Faculty at Board of Trustees meetings;
5. Serve as representative of the Faculty at various other official functions of the university including baccalaureate and commencement, which may be fulfilled by the Presiding Officer's delegate with the approval by the President;
6. Meet at least once per semester with the Faculty Affairs Committee to review issues of policy and procedure that strengthen the professional status of the

Faculty; and

7. Work intentionally and collaboratively with the Faculty Affairs Committee and the Departmental Council on matters of institutional interest.

2.2.2 Secretary of the Faculty

The Secretary of the Faculty shall keep the minutes of each meeting of the Faculty, excluding teaching faculty meetings. The Secretary shall place a copy of the minutes of each meeting in the archives of the university and distribute one copy to each member of the Faculty before the next stated meeting. The minutes will reflect all work performed by the Faculty during Faculty meetings, including all votes and discussions.

2.2.3 Chair of the Faculty Affairs Committee

The Chair of the Faculty Affairs Committee makes a report to the Board of Trustees in writing and in person at each regularly scheduled meeting of the Board. The Appendices described in more detail the duties of the Faculty Affairs Committee.

2.3 THE DIVISIONS

For purposes of administration, university curriculum and the Faculty are divided into three divisions, which incorporate nine departments:

- The Division of ____ (Division 1) includes the Departments of Physics, Computational Sciences, and Sustainability (PCS²), Biological and Chemical Sciences, and Sport and Exercise Science.
- The Division of ____ (Division 2) includes the Departments of Business, Nursing, and Behavioral Sciences.
- The Division of ____ (Division 3) includes the Department of Humanities, Creative Arts and Media Studies, and Teacher Education & Music

Each division will have a Division Representative who should be a member of the Faculty for at least three years.

2.3.1 Division Representatives

The following subsections outline the election/appointment, duties, and responsibilities of Division Representatives.

2.3.1.1 Election/Appointment

1. The Representative of each division is selected by the members of the division

in the spring semester, subject to approval by the Provost.

2. The Representative nominations are made on a staggered, rotating basis to ensure that there are no more than two new members on Provost's Council in any given year.
3. The Divisional Representative normally serves three-year term.
4. Representatives are encouraged to serve no more than two consecutive terms, and should not serve concurrently as Presiding Officer or on Faculty Affairs Committee.
5. Newly-elected Representatives take office the first day after commencement.

2.3.1.2 Duties and Responsibilities

1. The Divisional Representative will, in consultation with the Provost and the respective Department Chairs,
 - a. Serve on the Institutional Direction Committee;
 - b. Meet at least semesterly with the Provost's Council to craft and discuss strategic direction of the academic mission of the university
 - c. Organize and chair division meetings

2.3.1.3 Divisional Representative Benefits

Division Representatives responsibilities will be counted toward their committee service load.

2.3.1.4 Divisional and Departmental Voting/Membership

1. Ranked faculty members who hold three-quarter-time or greater appointments in a department shall have voting membership in that department and division.
2. Ranked faculty members who hold three-quarter-time or greater appointments that are split between two or more departments in different divisions shall be assigned voting membership in one of those divisions by agreement among the Provost, the relevant Department Chairs, and the person concerned.
3. All faculty members who teach any amount in a division shall at least have nonvoting membership in that division.
4. Actions of the division or department shall be by quorum consisting of a simple majority of all voting members of that division or department.
5. Agendas and minutes of the meetings of departments and divisions shall be posted to the relevant Teams page specified by the Provost's Office.
6. Each department shall have a designated chair.

2.3.2 Provost's Council

1. The Provost's Council shall consist of the Provost as Chair and the Division Representatives. It will meet at least semesterly.
2. The functions and responsibilities of this council is to consult with the Faculty and the Provost concerning strategic matters of the university, and to
 - a. Act as a collaborative multi-disciplinary advisory board to the Provost in matters relating to the strategic direction of the academic mission of the university;
 - i. Monitor and review trends in higher education, accreditation, and workforce needs.
 - ii. Provide informed input to the Provost on emerging academic needs, opportunities, and priorities that should guide the university's long-term strategic direction.
 - iii. Review and advise on proposed academic programs, major initiatives, structural changes, or policy shifts brought forward by academic leaders and/or committees.
 - b. Serve as faculty representatives to the Institutional Direction Committee;

2.4 THE DEPARTMENTS

The following faculty member curriculum areas shall be designated as departments:

- The Department of Physics, Computational Sciences, and Sustainability (PCS²) includes programs in Mathematics, Physics, Computer Science and Data Analysis, Software Engineering and Information Management, and Sustainable Agriculture
- The Department of Biological and Chemical Sciences includes programs in Biology, Chemistry, and Biomedical Chemistry
- The Department of Sport and Exercise Science includes programs in Exercise Science, Health and Physical Education, Health Science, and Sports Management
- The Department of Business includes programs in Business Management, Marketing Communications, and Accounting, as well as the Masters in Business Administration degree
- The Department of Nursing is the Nursing Education program
- The Department of Behavioral Sciences includes programs in Criminal Justice, Emergency Management, Psychology, Sociology, and Social Work
- The Department of Humanities include programs in English, History, Philosophy

and Religion

- The Department of Creative Arts and Media Studies includes programs in Art and Design, Communications, Public Relations, and Theatre Arts
- The Department of Teacher Education and Music includes programs in Elementary Education, Music Education, and Music Performance

2.4.1 Department Chair Appointment

The Provost will make the choice of Department Chair annually based upon recommendation of the Division Chairs. The Department Chair appointment is an annual supplemental contract, typically for a 3-year term.

2.4.1.1 Department Chair Benefit

Department Chairs will be paid 2 credit hours toward load per academic year for their service during the academic year. This benefit does not apply to program directors who are designated as such by contractual status.

2.4.1.2 Duties and Responsibilities

The responsibilities of the Department Chairs shall include the following:

1. Ensure consistent collaboration and support for departmental members through regularly scheduled meetings.
2. Provide ultimate oversight and adherence to the program budgets in the department.
3. Lead oversight of course scheduling within and between departments.
4. Lead the hiring process for searches occurring within the department.
5. Ensure the successful onboarding of new hires regarding institutional mission, core values, and expectations.
6. Collaborate intentionally with co-curricular units to enhance student success.
7. Collaborate with program directors and area coordinators in the department to engage in best practices related to student success.
8. Meet at least monthly with the Provost and other Department Chairs as the Departmental Council.

9. Collaborate with the Provost's Office on recommendations for committee assignments.

As full and part-time faculty member openings occur, the Provost will consult with the appropriate Department Chair and Program Director or Area Coordinator regarding the nature of each position to be filled, the qualifications necessary, and the persons who should serve on the search committee.

The part-time or adjunct faculty members, as well as full-time employees of Kansas Wesleyan University who are under part-time teaching contracts, will be reviewed by the Department Chair during each year of employment at Kansas Wesleyan University. When appropriate, the Department Chair may delegate this responsibility to the respective Program Director or Area Coordinator.

Departments shall meet at least once each semester.

2.4.1.3 Departmental Council

The Departmental Council shall consist of the Provost (or designee) as Chair, and Chairs of all nine departments. The Departmental Council and Head of the Graduate Program will function as the Graduate Council. The functions and responsibilities of this council are to consult with the Faculty and Provost concerning matters of the university, and to:

1. Serve as academic leaders of respective departments, responsible for budget, oversight of faculty member hires, assessment, and institutional academic accountability.
2. Enhance collaboration and participative decision-making between academic areas, university staff and co-curricular programs, and campus administration in the interest of collegial governance.
3. Make recommendations to the President with regard to academic personnel needs, faculty member recruitment, matters on appointment, tenure, promotion, sabbaticals, and faculty member retention;
4. Work with the Provost in matters relating to strengthening current undergraduate and graduate academic programs;
5. Serve as a resource to department members regarding campus information;
6. In consultation with the Director of Library Services, review library policies and advocate for sufficient library resources and services to support the academic mission;
7. Coordinate with each other and the Provost in course scheduling and publication of the academic catalog;
8. Identify areas for ongoing training and education for members of the faculty.

2.4.2 Program Director or Area Coordinator

Each academic program represented within a department is coordinated by a Program Head Director to provide expertise in the specific discipline. Programs are defined as academic disciplines having a major at the university. If an academic discipline does not have a major but has a minor and/or a large proportion of service courses and has at least one full-time faculty with credentials in the discipline, then an Area Coordinator, functionally equivalent to a Program Director, will be appointed instead.

These individuals are appointed by the Provost at the recommendation of the Departmental faculty. These individuals work with the Department Chair in issues of assessment, scheduling, budgeting, and staffing. It is an annual appointment.

2.4.2.1 Program Director/Area Coordinator Benefit

Program Directors and Area Coordinators will be compensated with a supplemental contract equivalent to .5 credit hour per academic year. An additional .5 credit hour contractual bonus will be awarded every five years for the writing of the 5-year program review.

2.4.2.2 Duties and Responsibilities

The Program Director shall have the duty and responsibility to:

1. Oversee the program's curriculum.
2. Complete all required assessments for the academic program (annual program reviews, five-year program reviews, etc.) in collaboration with other program faculty.
3. Complete any required accreditation materials for the program in collaboration with other program faculty.
4. Propose a budget for the program and oversee the day-to-day implementation of this budget.
5. Propose scheduling for classes running in the academic program.
6. Oversee laboratory equipment and other properties used by the program.
7. Assist with the onboarding of new faculty (adjunct or full-time) as it relates to the specifics of the academic program, inclusive of classes and assessments.
8. Assist with the hiring of new faculty for the program.
9. Ensure syllabi for all courses in the academic program each semester meet internal and external standards.
10. Review part-time or adjunct faculty members in their programs, as well as full-time employees of Kansas Wesleyan University who are under part-time teaching contracts in the program, when designated by the Department Chair.
11. Ensure collaboration among faculty within the program.

The Area Coordinator shall have the duty and responsibility to:

1. Oversee the content, scheduling, assessment, and any development of curriculum in the content area.
2. Proposed a budget for the content area and oversee the day-to-day implementation of this budget.
3. Oversee laboratory equipment and other property unique to the content area.
4. Assist with the on-boarding of new faculty (adjunct or full-time) as it relates to the specifics of the academic content area, inclusive of classes and assessments.
5. Assist with the hiring of new faculty for the content area.
6. Ensure syllabi for all courses in the academic content area each semester meet internal and external standards.
7. When designated by the Department Chair, provide personnel reviews for part-time or adjunct faculty members in their academic content area, as well as full-time employees of Kansas Wesleyan University who are under part-time teaching contracts in that area.
8. Ensure collaboration among faculty teaching within the content area.

2.5 ADDITIONS OR DELETIONS OF ACADEMIC PROGRAMS (MAJORS)

Decisions concerning the additions, suspensions, or deletions of academic programs (i.e., majors) will be based on considerations, that reflect the long-range judgment that the mission of the university will be enhanced by the changes, rather than on cyclical or temporary variations in enrollment. Factors influencing such decisions may include educational considerations, market demand, technological advances, etc.

1. The formal decision to discontinue, change, or add a program may be originated by a department, division, the Departmental Council, or the Provost. In any case, the recommendation must be accompanied by supporting evidence related to the review of academic programs, enrollment trends, and related information.
2. A faculty decision to add or discontinue a program, whether the proposal originates from the department or division, must be approved by the Departmental Council, the Faculty, and the Provost, and be forwarded for approval by the President and the Board of Trustees.
3. If the proposal originates with the Provost, the proposal and supporting materials must be submitted to the Departmental Council and the Faculty for review and consideration and must be forwarded to the President and Board of Trustees for approval or disapproval.

SECTION 3

TYPE OF CONTRACTS AND FACULTY MEMBER APPOINTMENT, RANK, REVIEW, PROMOTION, TENURE, RESPONSIBILITIES, DEVELOPMENT, AND SEPARATION

3.1 TYPES OF CONTRACTS

The terms and conditions of an appointment or reappointment of a faculty member will be stated in the written letter of appointment or reappointment. These terms and conditions shall include, among other things, the designation of rank, department, salary, and type of contract. Employee benefits, as expressed in the letter of appointment or reappointment, will remain in place for the term of the contract. In any subsequent contract, extensions, modifications, or special understandings of the original contract will be stated in writing.

Every person with a full-time teaching appointment will be informed each year in writing of the terms of that person's reappointment no later than April 1, unless otherwise specified in Section 3.7 and its subsections.

3.1.1 Non-Tenure-Track Contracts

Non-tenure-track contracts (temporary) will normally be issued one month before the beginning of the appointment to part-time, adjunct, and temporary appointments. These contracts will clearly designate that the appointment is of limited duration and/or assignment and will not lead to tenure. All contracts offered to non-tenured faculty members are for one year or less and no provision for future compensation, promotion, or tenure is included or implied. At the discretion of the Board, these contracts may be renewed indefinitely.

A limited number of full-time, non-tenure-track contracts, not to exceed 25% of the Teaching Faculty, may be issued to full-time Teaching Faculty. Evaluation and promotion criteria and processes for full-time non-tenure track faculty members will follow the applicable provisions in this Handbook.

A faculty member serving under a non-tenure-track (temporary) contract may be offered, or may request, a tenure-track (probationary) contract. Prior years of service may be counted for the purpose of tenure upon written request of the candidate and approval of the Peer Review Coordinating Committee and the Provost.

3.1.2 Tenure-Track Contracts

Tenure-track contracts (probationary) will be issued to eligible full-time ranked faculty members. These contracts may lead to contracts with continuous tenure subject to the provisions of Sections 3.3.5, 3.3.6.2, and 3.3.6.3, and the applicable subsections. All contracts offered to non-tenured faculty members are for one year or less and no provision for future compensation, promotion, or tenure is included or implied. Faculty may request to be moved to a non-tenured-track contract on a case-by-case basis prior to the sixth year of full-time service at Kansas Wesleyan.

3.1.3 Tenured Contracts

Tenured contracts (continuous) will be issued to full-time ranked faculty members who have satisfied the requirements for continuous tenure as established in Section 3.3.

3.2 FACULTY MEMBER SEARCH, APPOINTMENT

The ongoing recruitment and employment of competent faculty members is of primary importance to Kansas Wesleyan University.

A formal search committee and a nationally advertised search are normally required for any full-time opening. Active efforts should be made to recruit applicants from underrepresented groups so that the Faculty can adequately reflect the student body and serve as a model of diversity, equity, and inclusion. Less formal procedures may be employed by the Provost to fill part-time positions (especially those less than one-halftime), to convert ranked part-time faculty members to full-time openings when time constraints necessitate quick decisions. But before any new appointment is made, consultation should occur with relevant Department Chairs and Program Directors or Area Coordinators. As full- and part-time openings occur, the Provost will consult with the appropriate Department Chairs and Program Directors or Area Coordinators regarding the nature of the position to be filled, the qualifications necessary, and the persons who should serve on the search committee. The search committee will have the responsibility to do the following:

1. Review the applications submitted and recommend to the Provost those applicants who should be interviewed on campus;
2. Interview selected applicants;
3. Invite observations and opinion on selected applicants from any interested faculty member, especially those from relevant departments; and
4. Recommend to the Departmental Council and the Provost those candidates who should be offered the position.

Recommendation of personnel for employment will be made to the President by the Provost. Appointments will be made by the President, or recommended by the President to the Board of Trustees as provided by the Bylaws of the Board of Trustees.

3.3 TENURE ELIGIBILITY

Tenure-track professors, associate professors, and assistant professors shall be eligible for tenure status no earlier than the completion of four semesters, and no later than the end of seven years of full-time service with the university as a teaching faculty member. Tenure eligibility shall be considered during the sixth year of full-time service with the university as a teaching faculty member. In exceptional cases involving significant prior teaching experience, this determination may occur prior to the sixth year of full-time service with the University. Evaluations for tenure will occur only in the fall semester.

If tenure is not granted during the sixth year, the faculty member is given a terminal contract of the

seventh year. If the faculty member wishes to request re-evaluation of the tenure decision, such a request must be made no later than September 1st of the seventh year. The Provost, in consultation with the President, may grant the request but is not bound to do so. If the request is granted, the Provost will schedule a subsequent review.

Tenured faculty are expected to model behaviors to which non-tenured faculty should aspire.

3.4 PEER REVIEW PROCESS

The purpose of the Faculty Peer Review Process at KWU is to:

1. Identify and acknowledge strengths and opportunities for improvement in instruction, advising, service, and scholarship.
2. Identify factors affecting effective instruction, advising, service, and scholarship.
3. Identify and provide feedback on appropriate professional development in instruction, advising, service, and scholarship.
4. Make recommendations for continuation of contract and recommendations for promotion, and tenure when appropriate.

3.4.1 Administration

The Peer Review Coordinating Committee will be responsible for the implementation of the Peer Review process. They, in consultation with the Provost, will identify those candidates that will undergo reviews, inform them of the level and timing of their review, and select the Peer Review committee for each candidate. If there is a conflict with the structure, candidates would be consulted. The selection process is identified in the appropriate level of review section.

The Chair of the respective Peer Review Committee will be responsible for assuring that Faculty Handbook process was followed. They will review the tracking document from the Provost's Office to determine that process was followed. Depending on the outcome, they will inform the President if they feel a new review is required.

The Peer Review Committee's Rejoinder Subcommittee will evaluate all rejoinders along with evidence files, and letters and submit a determination to the Provost, peer review Chair, and the candidate within five business days of their evaluation.

3.4.2 Training

All new faculty are trained on peer review in their first year during orientation. The Provost will train all existing faculty on changes and updates to the process. No first-year faculty will serve on peer review unless a compelling need is shown.

Training for the Peer Review Committee will be provided annually in August or before the first peer review takes place. Training shall be provided by the Provost.

3.4.3 Faculty Member Evaluation Process

3.4.3.1 Structure of Peer Review Committees

- 1st year: Member of the PRCC (Peer Review Coordinating Committee) from the Division (ideally the Program Director or Department Chair) to chair the committee, one additional faculty from the Division (ideally from the Program or Department)
- All reviews beyond the first year: Member of the PRCC from the Division (ideally the Program Director or Department Chair) to chair the committee, a faculty member from the Division, and a faculty member from a different Division
- For a tenure committee, all members should ideally be tenured; for a promotion committee, all the members should ideally be at or above the requested rank.
- For a special review committee for reasons other than promotion or tenure, all members should be from the PRCC
- For a post-tenure review not considering promotion, a member of the PRCC from the Division will serve as chair, and the in-Division and out-of-Division members can be any member of the Teaching Faculty

3.4.3.2 Additional Information

- No members of the Peer Review Coordinating Committee or Department Chairs will serve on more than five peer review committees in any given semester. If this would create conflicts with expected committee structures, replacement members for the peer review committee will be determined by the Peer Review Coordinating Committee.

3.4.3.3 Role of the Provost's Office in Peer Reviews

The Provost (or designee), while not a member of the peer review committee, will attend the peer review committee meeting with the faculty member under review, participate accordingly, and follow the same expectations for preparation for this meeting (class observations, review of electronic portfolio) as peer committee members.

The Provost (or designee) will also prepare a letter addressing the candidate's strengths and opportunities for improvement, and this document will be independent of the letter written by the committee.

3.4.3.4 Process for All Peer Reviews beyond the First Year Level:

The Peer Review Committee and Provost have the following responsibilities to conduct the peer review process effectively. They are:

1. To review all documents posted in the candidate's evidence file.

2. To conduct two classroom observations (or reviews of online courses, as appropriate) for all candidates in advance of the evaluation meeting with the candidate. All observations (or online course reviews) must occur in the academic year of the review, but only one must occur in the semester of the review if the review is scheduled in the spring semester.
3. To provide the candidate with completed classroom observation forms in advance of the evaluation meeting.
4. To meet as a peer review committee (excluding Provost) in advance of the evaluation meeting to discuss evidence, craft questions (which are not to be shared with candidates in advance) and ensure that all committee members are prepared for the evaluation meeting with the candidate.

Evaluation meetings with the candidate under review are scheduled by the Division Chair, and the Provost's Office must be notified of these dates. After the evaluation meeting, the Peer Review Committee will write a letter that will summarize the strengths and opportunities for improvement of the candidate. The Provost completes the Faculty Member Review Form or letter, and both documents are delivered at the same time to the faculty member. The only items of concern that are eligible for inclusion in the review letter or on the review form are those shared with, or discussed with the candidate prior to, or during, the peer review. Information supplied after the evaluation meetings may not be included.

Upon completion of the review, the Chair of the Peer Review Committee will use the Faculty Member Review Form to confirm that the Handbook process was followed. If they believe that the process was not followed, they must detail the reasons why, and this report is submitted to the Rejoinder Subcommittee, who can then make a recommendation to the Peer Review Coordinating Committee for a new review.

If a rejoinder is filed, the Rejoinder Subcommittee will review this document, as well as the candidate's evidence file and the letters/review form of the Peer Review Committee and the Provost to make a determination on the concerns raised in the rejoinder. These findings are then sent to the President.

*A rejoinder provides the faculty member under review the opportunity to respond to the content of the feedback from the peer committee and/or the Provost's Office. Typically, rejoinders focus upon substantive matters, offering further clarification and/or a different perspective. Rejoinders should be submitted when contractual or summative recommendations (continuance, promotion, tenure, PIPs) are inconsistent between letters, but need not be submitted if letters differ in goals or formative recommendations. Issues concerning errors of fact (i.e. incorrect dates, conference names, etc.) should try to be resolved with the peer committee or Provost's Office and generally do not necessitate a rejoinder.

3.4.4 Timeline for Review Process

Reviews have the potential to take up to 30 business days to complete. To maintain a schedule that

allows for timely conclusions of the review process, the Peer Review process must begin by the first class day in August for fall reviews, and by the first class day in January for spring reviews.

There may be limited times when the review process deadlines are slightly altered. These will be noted but will not indicate a lack of following process.

The following timeline must be followed for 2nd, 4th, 6th, and post-tenure reviews:

1. Notification of the faculty member to be reviewed must be sent to the faculty member by the fifth class day of the semester prior to said review (in January for fall reviews, in August for spring reviews).
2. Members of the faculty member's peer review committee must be selected and notified by the end of the semester prior to said review (by May for fall reviews, by December for spring reviews).
3. Faculty members must post their digital review files by the first class day of their review semester, ensuring that all review members have access.
4. Peer review committee members and the Provost must visit classrooms and complete their feedback prior to the scheduled review meeting. Classroom observations shall occur in the same academic year as the review, and shall occur prior to the scheduled review meeting.
5. Once the peer evaluation meeting is held, the Peer Review Committee must submit their letter within four (4) business days, and the Provost must submit the Provost's letter within five (5) business days.
6. Once completed, both documents are then presented by a Provost's Office representative only to the faculty member under review to allow for a rejoinder. Faculty members are given seven (7) business days to file any rejoinder with Rejoinder Subcommittee and the Provost.
7. Once seven (7) business days have passed, or sooner if the faculty member notifies the Provost's Office that no rejoinder will be submitted, one of the following will occur:
 - If a rejoinder is filed, the Rejoinder Subcommittee will then have five (5) business days to review all materials, host a reconciliation meeting with the PRC Chair and Provost if warranted, and provide their report to the faculty member under review. The Chair of the faculty member's Peer Review Committee will then conduct a review to determine that the process was followed.

OR

- If a rejoinder has not been filed, the Chair of the Peer Review Committee has five (5) business days to meet to ensure that the peer review process has been followed. If the Chair determines that process was not followed, they will detail the reasons why and submit this report to the Rejoinder Committee, who may recommend

to the Peer Review Coordinating Committee that a new review is warranted.

8. Once the period for Rejoinder Subcommittee review has concluded, all materials will be forwarded to the President for review. The President then has until December 15 for fall reviews, and April 1 for spring reviews to notify the faculty member of the final results of their review.

3.4.5 Types of Reviews

Faculty members on tenure-track contracts are reviewed in years one, two, four, and six. Post-tenure reviews occur every five years. Faculty on non-tenure contracts are reviewed in years one, three, and five. Pending affirmation of continuation of employment in the year-five review, faculty on non-tenure lines are then reviewed every four years. Faculty members who have accrued the appropriate service time and credentials can ask for a promotion review in advance of a regularly scheduled review. This additional promotion review occurs only in fall, except under special circumstances. Finally, significant concerns about a faculty member's performance may raise the need for a special review, and this process is detailed below:

If there is a significant concern in any of the major areas of evaluation, a special review, which can happen outside of the regularly scheduled review process, may be warranted or otherwise recommended. Ideally, such a review is designed to provide an opportunity for the faculty member to demonstrate growth and development in the area of concern. However, a special review can also lead to an improvement plan or the determination not to renew a faculty member's contract.

A recommendation for a special review may originate from the faculty member's Department Chair or the Provost. This recommendation is reviewed by the Rejoinder Subcommittee, and for the review to proceed the Subcommittee must approve the need for a review by majority vote.

A professional improvement plan (PIP) can be the result of a regularly scheduled peer review or a special review, as well as university employee HR processes. A PIP is intended to provide clarity and direction for improvement in an area or areas of concern. A Peer Review PIP occurs when areas of concern relate to Faculty Handbook performance expectations, HR PIPs relate to concerns of Employee Handbook performance expectations, PIPs must have clear, specific, measurable goals that are realistic, attainable, and time bound. These goals will be crafted by the Provost's Office. As appropriate, a PIP is written in consultation with the faculty member under review. PIPs are administered by the Provost's Office, with Peer Review PIPs receiving oversight from the Rejoinder Subcommittee.

Requests for Promotion and Tenure

Letter of Intent: As the Board of Trustees (BOT) votes on budget issues related to tenure and promotion in February of any given academic year, faculty who request tenure and/or promotion should write a letter of intent in the fall of their eligibility, requesting their review, to ensure that the BOT receives such a recommendation in a timely manner. Such letters should be sent directly to the Provost on or before September 1 of their eligibility year. Faculty should generally expect that promotion and/or tenure would not be approved while a PIP is in effect.

3.4.6 Faculty Member Evaluation Criteria

All faculty members at Kansas Wesleyan University are evaluated in four major areas, (unless their contractual duties stipulate otherwise): Teaching Effectiveness, Advising, Professional Responsibility and Development, and Service (according to the standards described below). The domain of each area is important at all ranks; a greater proficiency in each category is expected as a faculty member attains greater rank. However, the teaching mission of the University is of highest importance. In addition to these four areas, the evaluation process also addresses the mission and core values of the university, providing an opportunity for feedback in these areas.

All faculty members are expected to be skilled educators who always aim to improve their ability to positively affect student learning. It is generally expected that each faculty member will:

1. Provide the faculty member's Department Chair and the Provost's office with course syllabi for review before the start of classes.
2. Post essential course information on the course Learning Management System at least 72 hours before the start of classes. For on-ground courses, essential information is the syllabus and introductory material. For online courses, all course materials should be posted, in addition to the syllabus.
3. Notify KWU Cares if there are academic or non-academic concerns about student well-being
4. Post all graded assignments in the Learning Management System and return graded assignments to students in a timely manner as defined in the course syllabus.
5. Follow the university policy regarding final examination times and dates as published in the Kansas Wesleyan University Academic Catalog.
6. File grade and attendance reports with the Registrar's office within designated time periods.
7. Consistently follow the policies in the Faculty Handbook, the policies in the Employee Handbook applicable to all employees of the university, the policies in the university catalog, and other published policies applicable to all employees of the university.

3.4.6.1 Evidence Folders

Evidence folders shall be created by the candidate under review and posted to the Learning Management System. The candidate's evidence file becomes the location for all their evidence for the review process. The file can then be maintained in real time and updated as soon as evidence becomes available.

The faculty member's evidence files should project a strong, yet accurate, positive image. The evidence files should include activities, achievements, courses, etc. from the last two years since the

last peer evaluation, and each faculty member applying for promotion should include relevant information since the faculty member's last promotion/evaluation. Samples should be used instead of complete renditions. Summaries or lists to condense large amounts of information are encouraged. The faculty member's vitae should be complete and comprehensive; the faculty member should avoid the urge to duplicate.

First-year reviews only require:

1. CV (current as of the start of the review process)
2. Reflection statement
3. Student evaluations from the fall semester

The reflection statement should address each of the four main areas of faculty evaluation (teaching, advising, service, and professional responsibility and development). Within these areas, the candidate should identify both strengths and opportunities for improvement. The latter can be the particular point of focus if the candidate has not yet engaged in that work (such as advising) at KWU. All areas, however, must be clearly addressed as their own subsection in the reflection statement.

For all other reviews, candidates' evidence folders must contain all the numbered elements listed below in all of the categories (general information, teaching, advising, professional responsibility and development, and service).

3.4.6.2 General information:

1. CV (current as of the start of the review process)
2. All Faculty Annual Reports since the last review
3. The peer review committee letter from the last review.
4. The letter/form from the Provost's Office from the last review.

3.4.6.2.1 Teaching:

Candidates must include following evidence of teaching effectiveness for all reviews beyond the first year:

1. Reflection on teaching that addresses strengths and opportunities for improvement since the last review. This reflection should also consider feedback received in the last review process and steps taken to address opportunities for growth. The candidate should also reflect upon course evaluations and actions taken because of this feedback.
2. Teaching philosophy statement
3. Sample syllabi (3)
4. Sample projects/assessments (3) that best illustrate how faculty assess and promote student learning.
5. Course evaluations for all courses for the last two years.
6. Evidence of inclusive teaching pedagogy and strategies.
7. Evidence of feedback provided to students, including evidence of early

- feedback if teaching 100- or 200-level courses, such as samples of feedback and assignments from the Learning Management System.
8. Teaching observation forms from committee members and the Provost for the current year's review.

Kansas Wesleyan University recognizes excellence in teaching as the most important attribute of a faculty member. Faculty members are professional role models who demonstrate content expertise and promote student learning through: (a) the ability to organize course materials and present them effectively and imaginatively, (b) strong course delivery and management, (c) active mentoring, (d) recognition of the value of student diversity, (e) clear articulation and assessment of student outcomes, and (f) develop curriculum and courses that fulfill departmental and university needs. All faculty members are expected to develop instructional materials and provide fair and equitable experiences that arouse curiosity and stimulate independent learning and the development of critical thought in students. The expectation for all faculty members is that they will strive to stimulate and support learning, create engaged classroom environments, and effectively interact with students employing effective pedagogical strategies that reflect their philosophy of education and increase the likelihood of student learning.

3.4.6.2.2 Advising:

Beyond the first year, candidates must include the following evidence of effective advising.

1. Reflection on advising that addresses strengths and opportunities for improvement in this area since the last review. This reflection should also consider feedback received in the last review process and steps taken to address opportunities for growth.
2. Advising philosophy statement.
3. Evidence of holistic support for students.
4. Evidence of transferable record keeping.

Advising is consulting with students individually concerning their academic endeavors and professional goals, to ensure that the student graduates in a timely fashion and is provided guidance regarding areas that support the student's aptitudes and interests. Advisors should strive to act as professional role models for all students they advise.

Holistic advising requires that advisors provide student support beyond simply meetings for course scheduling. Effective advisors should make contact with their advisees regularly and assist students with referrals to appropriate services and resources as needed. Advisors are expected to set up four-year plans that ensure students are taking classes at a reasonable pace to graduate within the anticipated time. Advisors will also assist their advisees in career preparation and internship/research/experiential opportunities, as appropriate for their discipline. Advisors are also expected to keep some form of transferable records that can be passed along to a new advisor if necessary.

3.4.6.2.3 Service:

Candidates must include following evidence for all reviews beyond the first year:

1. Reflection on service that addresses strengths and opportunities for improvement in this area since the last review. This reflection should also consider feedback received in the last review process and steps taken to address opportunities for growth.
2. Service is likely best evidenced by details noted on the candidate's CV and Faculty Annual Reports. However, candidates are encouraged to include any other supporting information that they might have for this category, as appropriate.

Service activities use a faculty member's knowledge, interest, and skills to benefit the University, professional organizations, and the community. Service to the University is among the normal duties of each faculty member. As a community of learners, Kansas Wesleyan University depends on its faculty members for services to the University outside the classroom. Faculty are encouraged to serve in leadership roles in professional organizations, and volunteer within the Salina community and beyond.

3.4.6.2.4 Professional Development:

Candidates must include following evidence of professional responsibility and development for all reviews beyond the first year:

1. Reflection on professional development that addresses strengths and opportunities for improvement since the last review. This reflection should also consider feedback received in the last review process and steps taken to address opportunities for growth.
2. Professional responsibility and development are evidenced by details noted on the candidate's CV and Faculty Annual Reports. However, candidates are encouraged to include any other supporting information that they might have for this category, as appropriate.
3. Evidence for how the faculty member, under review is current in their instructional discipline(s) and how their professional development enhances student intellectual curiosity and engagement.

Kansas Wesleyan University faculty members are expected to be professionally involved in ways appropriate to their discipline at a level reflecting the goals and mission of Kansas Wesleyan.

Excellence in teaching is the first responsibility of Kansas Wesleyan University faculty members. The best teaching is supported by current knowledge of the discipline. It is the responsibility of faculty members to stay current with developments in their field and to contribute to scholarly dialogue.

3.4.6.2.5 Mission and Core Values:

The work done in teaching, advising, service, and professional responsibility and development should be consistent with the mission and core values of the university. Candidates under review are asked to reflect upon their work with these elements in mind.

The mission of Kansas Wesleyan University is to promote and integrate academic excellence, spiritual development, personal well-being and social responsibility. The mission is further supported by four core values that guide the work of the university, and they are listed and defined below:

1. Faith:

Faith is defined as belief with strong conviction; firm belief in something for which there may be no tangible proof; complete trust, confidence, reliance, or devotion. Faith is the opposite of doubt. At KWU, we believe that spiritual/religious development is important, in belief and in practice, and so we strive to provide an environment where existential growth can occur.

2. Inclusivity:

Inclusiveness denies every semblance of discrimination; there, KWU is committed to creating an environment in which individuals are welcomed, respected, heard, supported, and empowered to fully participate without fear of being excluded or marginalized.

3. Accessibility:

This refers to the immediacy of being a member of a community of learners, with easy access both to each other as well as the resources, broadly defined, to deepen the educational experiences for all.

4. Civility:

Although we may disagree with one another, we will work together in a spirit of mutual respect, generous grace, authenticity, humility, and intellectual honesty. Our hope is to promote mutual understanding and trust, seeking common ground while appreciating one another's various perspectives.

Candidates must include the following evidence:

1. Reflection on how the work that they are doing at the university meets or is consistent with the institution's mission and core values.

3.4.7 Part-Time and Adjunct Faculty Members

Who: Part-time faculty members (including full-time, non-faculty employees with teaching duties) and adjunct faculty members will be evaluated by the Department Chair once a year following their first semester of employment at Kansas Wesleyan University. In cases with more than one program in the department, the Program Director or Area Coordinator may be assigned to conduct the review. The

Department Chair may schedule more frequent reviews if necessary. Part-time or adjunct faculty members who have served in their teaching capacity for more than three years may be evaluated once every three years at the discretion of the Department Chair.

Visits: Minimum of one class visit. For review of an on-line course the instructor shall give permission for the reviewer to visit the course as a guest.

Assessment: It is expected that teaching effectiveness will be the primary focus in the evaluation of faculty members with part-time and adjunct contracts. The other areas of scholarship and service are not responsibilities for faculty members with adjunct or part-time contracts, unless those contracts specify such duties. Classroom observations, course evaluations, and syllabi review shall serve as criteria to determine teaching effectiveness. A copy of all reviews shall be sent to the office of the Provost where they will be kept in the faculty member's performance personnel file. The Department Chair shall be consulted before reappointment contracts are issued.

3.5 FACULTY MEMBER RIGHTS AND RESPONSIBILITIES

3.5.1 Faculty Member Responsibilities as University Representatives

Faculty members are citizens, members of a learned profession, and officers of an educational institution. For example, when faculty speak or write as citizens or as members of their learned profession, they should be free from institutional censorship or discipline, but their position as representatives of the University imposes special obligations. As persons of learning and educational representatives, they should remember that the public judges their profession and their institution by their behavior. Therefore, they should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make every effort to clearly indicate that they are not speaking for the university when expressing personal views.

3.5.2 Workload

3.5.2.1 Academic

A full-time academic workload normally will consist of 24 semester hours per academic year with the following notes:

1. Laboratory classes will count as credit hours at a three-to-two rate. A laboratory that lasts three hours per week will count as two hours in terms of a faculty member's load.
2. Faculty members in academic departments may expect to be assigned to an evening class on an occasional basis as needed.
3. When the workload falls below 24 hours, the faculty member will undertake research or other educational service that may be assigned or approved by the administration.
4. In addition to the above, it is understood that faculty members will assume

responsibilities in advising, recruitment, course registration, committee assignments, and professional development and participate in such activities as Baccalaureate, commencement / convocation. In addition, faculty are encouraged to participate in community gatherings, student activities, and other university events during the academic year.

3.5.2.2 Advising

Since the basic objective of private institutions of higher education is to assist all students to develop their interests in order to reach their full personal and professional potential, the university emphasizes the role of its faculty members in the academic advising of students.

3.5.2.3 Office Space and Office Hours

Office space is provided for each full-time faculty member. When space is available and requested, offices are provided for part-time faculty members.

Faculty members may use offices at their convenience. If faculty members use their offices after building hours, they should be careful to keep exterior doors locked.

Each faculty member is expected to post a schedule of office hours for the convenience of students who may wish to receive advice and counsel. An electronic copy of the office hours schedule is to be submitted to the office of the Provost for filing by the fifth day of the semester.

3.5.3 Academic Freedom

A faculty member, whether tenured or non-tenured, is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of other academic duties; but research for monetary return should be based upon a written understanding with the Board of Trustees of the university, or its designee.

Faculty members, whether tenured or non-tenured, are entitled to freedom in the classroom with respect to:

- Selection of course material
- Selection of pedagogical methods
- Ability to engage in speech related to the subject matter being taught, even if controversial.

KWU is committed to complying with its policies on freedom of speech, including academic freedom. Concerns regarding compliance with these policies should be addressed to the Provost's Office.

3.5.4 Intellectual Property

The university is committed to protecting the intellectual property rights of the university, faculty members, staff, and students and abiding by any patent regulations of agencies providing funds for sponsored programs. As part of contractual obligations, all faculty members are subject to the university's Policy on Intellectual Property, including specifications of faculty member and university rights in inventions and discoveries, copyrightable works, trademarks, and tangible research property related to conditions of employment or from use of university facilities, resources, or support. See Reference Document C.

3.5.5 Integrity in Research

It is the policy of the university to require high ethical standards in research; to inquire into and, if necessary, investigate and resolve promptly and fairly all instances of alleged misconduct; and to comply in a timely manner with agency requirements for reporting on cases of possible misconduct when sponsored project funds are involved.

3.5.6 Outside Employment/Conflict of Interest

Working a second job outside of the university is considered to be objectionable if it (1) affects the performance of the faculty member's responsibilities at the university, or (2) reflects negatively on the university. If performance of the faculty member's responsibilities at the university is adversely affected or the second job reflects negatively on the university, the faculty member will be asked to make a decision about continuing his/her employment at Kansas Wesleyan University or altering his/her other activities. The faculty member's supervisor must be notified of all such activities prior to the faculty member's acceptance of outside employment. Refer to 5.2.2 regarding summer employment.

Faculty members should assume that any employment with another institution of higher learning (on- ground or on-line) is not appropriate and any exception must be obtained in advance by the faculty member from the Provost. This does not apply when faculty are off contract.

If a faculty member is injured while employed in work outside of that required by his job at Kansas Wesleyan University, the university would not be responsible for any medical care or hospitalization required in connection with the injury.

3.5.7 Dress Code

Faculty members are role models to the students and community. Faculty members should dress in a manner that is appropriate for the event and for the academic profession they teach.

3.6 FACULTY MEMBER DEVELOPMENT

3.6.1 Sabbatical Leave

Sabbatical Leave is the policy of universities for providing leave with pay at periodic intervals to faculty members. Its purpose is to afford faculty members opportunity for study, research, travel,

writing, or any other endeavor that will contribute to their growth as teachers, enrich their teaching experience, and enhance their value to the university.

The provisions of the Sabbatical Leave program are as follows:

1. It shall consist of two semesters of absence from regular duties at one-half pay or one semester at full pay;
2. It may be granted at the end of six years of continuous full-time teaching;
3. Accrued time toward another leave shall count from the end of the previous one;
4. A faculty member on Sabbatical Leave may apply for and receive awards, stipends, or pay from other sources; and
5. The faculty member is expected to provide two years of teaching service with the university following a sabbatical leave when offered written letters of reappointment. (However, this does not constitute a guarantee of a contract for teaching service for these years.)

To obtain a Sabbatical Leave, the following procedure is necessary:

1. The faculty member shall submit a letter of application to the Provost one year prior to the requested leave date. The deadline is September 1 for the following academic year. The application letter must include:
 - a. A description of the specific objective(s) to be achieved during the leave (e.g., course work to be taken, anticipated manuscript submissions, publications, performances, or exhibitions) and a list of the arrangements the faculty member has already made, or is currently in the process of making, to implement his/her proposed sabbatical leave project.
 - b. A detailed plan and schedule to be followed for any formal course work if applicable.
 - c. A description of any research programs, or other responsibilities to be assumed as part of the sabbatical leave project.
 - d. Information concerning any additional grants to be sought for support of the sabbatical (sabbatical funding covers salary, benefits, and replacement staffing, but travel and other expenses are typically dealt with independently, such as through grants and/or separate applications to the Woodworth Endowment).
 - e. A description of the benefits to the university, its students, and the academic community.
 - f. A description of the benefits to the applicant.
 - g. Recommendations for how the applicant's usual teaching assignment for the sabbatical period will be arranged.
2. Approval or disapproval of the leave is made by the President, upon

recommendation of the Provost and the Departmental Council. Applicants will normally be notified of the decision on or before December 31 of the year in which the sabbatical request is made.

3. During the period of sabbatical leave, the faculty member shall be excused from teaching and other activities normally expected of faculty members, including academic advising, recruitment, committee work, and regular office hours.
4. Within 30 days of returning to regular duties, the sabbatical recipient shall submit a report to the Provost documenting completion of all projects and stipulations that were contracted. The Provost will confirm satisfactory completion of the terms of the sabbatical agreement.
5. The recipient will be expected to share their experiences the following semester with other faculty members, staff, and students in an appropriate setting, such as a workshop or public lecture. It is understood that publications and products developed during the sabbatical should acknowledge the university's support and the sabbatical recipient's faculty member status. The final product of the sabbatical leave will become a part of the university's assessment document for that year.
6. If the project as defined in the application letter cannot be completed by the stipulated deadline, the sabbatical recipient must submit a formal request in writing to the Provost asking for an extension of the deadline or proposing an alteration in the terms specified in the application letter. The sabbatical recipient will be ineligible for any future sabbatical grants unless the terms of the sabbatical contract—as originally defined or as altered by agreement of both parties—are satisfied.

3.6.2 Faculty Member Development and Funding

1. Continued professional development is an expectation of Kansas Wesleyan University faculty. Defined broadly, professional development includes attendance at professional meetings, research activity, additional course work, preparation of new courses, leadership within the profession, and completion of advanced degrees. Resources for funding are listed below:
 - A. Woodworth Fund – This fund provides two ways of funding for faculty:
 - i. Guaranteed professional development funding at the level of \$400 per year, bankable for two years or up to \$800. Requests for this funding are made to the Provost's Office.
 - ii. Application to a competitive pool of funds available from the Woodworth Fund. Priority, per the fund's guidelines, is placed on advanced degree completion, but all professional development opportunities are considered. The Departmental Council reviews applications, and further guidelines are available via the Provost's Office and intranet.

- B. Norton Faculty Excellence Fund – This funding source prioritizes professional development opportunities involving students, but all professional development opportunities are considered. Applications are made through the Provost’s Office, and the Departmental Council reviews them. Further guidelines are available via the Provost’s Office and intranet.

3.6.3 Leave of Absence

The university will consider the granting of a leave of absence to any faculty member for purposes of study and research in order to increase professional effectiveness, value, and usefulness in subsequent service.

Application for leave of absence should be made in writing to the Provost after consultation with the Department Chair of the division involved, and, in all but the most unusual circumstances, at a date not later than six months before the beginning of the semester in which the leave is desired.

Final decision with reference to the granting or denying of a leave of absence shall be made by the Board of Trustees upon the recommendation of the President after prior consultation with the Provost.

3.7 FACULTY MEMBER GRIEVANCE

Definitions & Exclusions

1. A grievance is a claim that adverse action has been taken against a faculty member that involves the member’s contractual status or the terms and conditions of employment (non-reappointment is not an adverse action). An adverse action may be grieved on the basis that such action is: (1) arbitrary or capricious; (2) discriminatory with regard to race or ethnic origin, color, sex, sexual orientation, age, religion, disability, or any other status protected by law; or (3) a misapplication or misinterpretation of any section of this Faculty Handbook; and any allegation that inappropriate action was taken against a faculty member by the administration.
2. A grievant is a faculty member who seeks resolution of a grievance. A respondent is the party against whom a grievance is filed.
3. The Faculty Affairs Committee shall serve as the ad hoc Grievance Committee with the addition of a fifth member—the Presiding Officer of the Faculty. Any member of the Committee with any direct involvement with the alleged grievance shall be recused and replaced by another faculty member approved by the grievant/complainant and the respondent.
4. The grievant has the burden of proving by a preponderance of the evidence, considered as a whole, allegations raised.
5. No retaliation: Any person exercising their rights under this procedure will be

treated fairly and the grievant will be given unbiased consideration. Neither individuals using this procedure nor individuals providing information so that facts can be determined will be penalized or harassed by the university administration, the Faculty, or faculty members for their participation.

6. **Withdrawing a Grievance:** A grievant may withdraw, in writing, a grievance prior to the submission of materials to the full Grievance Committee. Upon agreement of the respondent, a grievant may withdraw a grievance at any subsequent time.
7. **Confidentiality:** The university shall take all reasonable steps to ensure the confidentiality of all proceedings, hearings, and records. Should confidentiality be breached regarding these proceedings, all parties and the Grievance Committee reserve the right to issue statements.
8. For the purposes of counting, a day is any weekday (Monday through Friday) on which classes or exams are scheduled during the fall or spring semester. Proceedings concerning a grievance that may arise during the summer shall be deferred to the fall semester unless both the grievant and respondent (and if applicable, the Faculty Affairs Committee) agree to continue through the summer.
9. Actions of the Institutional Review Board (IRB) and its chairperson cannot be grieved under this policy. Actions imposed by an administrator as the result of IRB action can result in a grievance.
10. This process shall not preempt or replace the work of a peer review committee other than to provide a procedure for appealing administrative decisions.
11. Actions imposed by the Board of Trustees cannot be grieved under this policy.
12. **Retention of Materials:** Following any grievance, all written documents presented by the grievant, the respondent, and any participants to the process, along with any audio tapes of the proceedings, shall be sealed (dated but unnamed) and retained for four years by the Human Resources department after which point, they will be destroyed.

3.7.1 Procedure: Step 1 - Informal Resolution

A faculty member who has a possible grievance should first discuss in an informal manner the grievance with the faculty member's supervisor having the authority to resolve the alleged grievance. This most often will be the Division Chair or the Provost. This informal resolution must be attempted within 10 working days of the awareness of the concern.

3.7.2 Procedure: Step 2 - Formal Submission of Grievance, Preliminary Findings, and Mediation

A standardized Grievance Form is available through the Provost's Office.

3.7.2.1 Information

Should the informal step fail to resolve the concern to the satisfaction of a Grievant, the Grievant should express the individual's concern in writing within 15 days.

The information submitted by the faculty member should include the following:

1. Why, in the faculty member's opinion, the request is a grievance as defined in this policy;
2. If a grievance, which aspect of the faculty member's contractual status, terms of employment, or specific section(s) of the Faculty Handbook have been violated or what alleged inappropriate action was taken against the faculty member by the administration;
3. The date on which the issue arose;
4. The name of the Respondent(s);
5. The factual basis for the grievance (i.e., what happened);
6. A detailed explanation of the steps involved in the attempt to informally resolve the situation and the outcome of those efforts; and
7. What outcome the grievant is seeking.

Supporting documentation must be included in the information supplied if it is to be considered in this process. The formal grievance should be submitted to the Chair of the Faculty Affairs Committee to begin proceedings. The Grievant shall provide a copy of the information submitted by the Grievant to the Respondent.

Upon receipt of the Grievant's information, the Chair of the Faculty Affairs Committee shall contact Respondent to verify the Respondent has received a copy of the Grievant's grievance form and supporting documentation and to ensure the Respondent has a copy of these procedures. A Respondent may remain silent and refuse to give evidence in response to a formal grievance. If the Respondent chooses to provide a response, Respondent shall have 14 calendar days of receiving the formal grievance to submit a response with any information the Respondent wishes to be considered and shall provide a copy to the Grievant.

3.7.2.2 Classification and Mediation

In the case of an alleged grievance, the Grievance Committee shall have 25 days from the time the Grievance Form and supporting documentation was submitted to the Chair of the Faculty Affairs Committee to do the following:

1. Determine if the process outlined in this Section was followed in a timely manner;
2. Determine if the issue is a grievance and the Grievant has standing, as defined

hereunder;

3. Advise the Grievant and Respondent of the Grievance Committee's determination as to numbers 1 and 2 above (which may include a recommendation that the matter be dismissed without further proceedings); and
4. If the alleged grievance is determined to be a timely and proper grievance hereunder, attempt to mediate a resolution of the grievance as described below.

During this time, the Grievance Committee will meet with both parties individually to review the Grievance Form, supporting documentation and any information the Respondent wishes the Grievance Committee to consider, and attempt to mediate a resolution of the grievance.

Time limits above and below may be extended by mutual agreement of the parties involved and the Grievance Committee and should be given in writing to all.

All proceedings above and below will be closed and confidential to protect the confidentiality of personnel information.

3.7.2.3 Committee Disposition of a Grievance

A majority of the members of the Grievance Committee may find that an alleged grievance is or is not a grievance. Once the Grievance Committee determines whether the alleged grievance is both timely and constitutes a grievance hereunder, it will issue Procedural Findings to the parties involved.

The parties then have no fewer than five days to accept the findings or attempt to work out a resolution, (which period may be in addition to the twenty-five day period outlined above). Should either party not be satisfied with the Procedural Findings or the final action taken by the Committee, an appeal can be made to the President, within five days, whose decision will be final.

If an alleged grievance is determined by the Grievance Committee (or by the President, in the case of an appeal of the Procedural Findings) to be both timely and to constitute a grievance hereunder, the Grievance Committee shall also (1) issue Preliminary Findings based on the documentation provided to the Grievance Committee and its discussions with the Grievant and the Respondent, which findings may be summary in nature; (2) determine whether or not either party or the Grievance Committee desires a formal hearing, (3) make a recommendation to the parties for a resolution. The parties directly involved have 10 days within which to accept or reject the Preliminary Findings of the Grievance Committee if the matter is not proceeding to a hearing, and an appeal can be made to the President, whose decision will be final. In the case of Presidential action being grieved, an appeal can be made to the Executive Committee of the Board of Trustees as described below, whose decision will be final.

3.7.3 Procedure: Step 3 - Grievance Hearing and Advisory Decision

Should the Grievance Committee recommend a formal hearing or should either party request one following the steps described above, the Grievance Committee will select one of its members to be the chairperson of the ad hoc hearing panel, nonvoting except in case of a tie. (If the Respondent is the President, the process moves to section 5 below. There will be no hearing). The Grievant and Respondent will select two persons each from the Faculty or administration who have no relevant information about the grievance and who cannot be called as witnesses or otherwise provide information in the investigation or at a hearing. Each party may exercise the right of one exclusionary challenge. In the event of an exclusionary challenge, a replacement panel member shall be appointed as above. This five-person panel will then hold a full hearing on the grievance at hand. The panel will be formed within 10 days of the request for such a hearing and will complete the hearing within 10 additional days unless reasonable circumstances require additional time.

The hearing will be conducted in private, and the parties will make no public statements about the case during the course of the hearing. During the proceedings, the Grievant will be permitted to have an advisor of the Grievant's own choice from within the university community. (Kansas Wesleyan University bars hired counsel from all formal proceedings, including grievance hearings, unless required under relevant law.) The advisor role will be limited to informal consultation.

All parties to the grievance will have the right to present witnesses and other relevant evidence, so long as the documents have been previously provided with the party's grievance or response. The parties and the chairperson of the ad hoc hearing panel will have the right to question the witnesses. Witnesses other than parties shall leave the hearing room when they are not testifying. The chairperson has the right to place reasonable time limits on each party's presentation or questioning of a witness, and has the authority and responsibility to keep order, and conduct a fair and orderly proceeding. The hearing shall not be governed by rules of evidence, but the chairperson may exclude information that he or she deems irrelevant, unnecessary, or duplicative. No person may be compelled to provide testimony in a grievance hearing.

After the presentation of evidence, the hearing panel will excuse the parties and deliberate. In all cases, the burden of establishing the grounds for the grievance shall be on the Grievant, except that in any case of dismissal for cause or suspension, the university shall have the burden to establish the grounds, therefore.

The hearing proceeding, but not the deliberations of the ad hoc hearing panel, shall be recorded by the university and made available to the panel, and a transcript shall be provided at the expense of the parties requesting one.

The Advisory Decision following a hearing may be made by a majority of the ad hoc hearing panel, and will take the form of findings of fact, conclusions, and recommended disposition of the grievance, and shall be signed by the members of the ad hoc hearing panel in agreement. The

findings of fact, conclusions, and the recommended disposition must be based solely on the hearing's record, pertinent university procedures as set forth in the Faculty Handbook. Dissenting hearing panel members may provide a separate advisory opinion following the above process.

3.7.4 Procedure: Step 4 – Presidential Review

The ad hoc hearing panel will present its Advisory Decision in writing within seven calendar days of the conclusion of the hearing to all parties and the President of the university. This Advisory Decision, insofar as it consists of a recommended disposition of the grievance, may be either accepted by all parties or rejected by any party. Rejection or acceptance by each party will be communicated in writing to all persons involved within five calendar days after receipt of the decision. No response by a party will be considered as acceptance. The President will review the Advisory Decision and any dissenting opinions and make a Final Decision on the grievance within 10 working days of receipt.

3.7.5 Review of Record by the Executive Committee of the Board of Trustees

Should the President be a direct party to a grievance and steps 1-2 above have been followed, as in the case of any dismissal (non-reappointment is not dismissal), the grievant may file an appeal to the Executive Committee of the Board of Trustees for a review of the record. Such an appeal will be filed within 10 working days of notification of the Preliminary Findings. The Board of Trustees' Executive Committee will review the case at its next meeting and give a final decision on the grievance. Only when the President is directly involved will such a review take place. The Executive Committee shall be the sole judge of Presidential involvement in the case of a dispute on the President's involvement.

3.7.6 Special Provisions

Should a grievant initiate legal action on an issue, the internal grievance process will cease.

3.8 SEPARATION

3.8.1 Resignation

A faculty member may terminate their appointment effective at the end of an academic year, provided that written notice is given by the faculty member at the earliest possible opportunity, but not later than May 1 or 30 days after receiving notification of the terms of their appointment for the coming year.

When a faculty member resigns after submitting a signed employment contract, the damages to Kansas Wesleyan University are not easily ascertained. The elements of damage may include, but not be limited to the following: (a) the cost of recruiting time spent and expenses required to find

the best possible replacement, (b) adjustments and changes in faculty member responsibilities to meet the needs of students until a replacement is employed, and (c) difficulties associated with attempting to satisfy the expectations and needs of students. The monetary value of the above damages is difficult, if not impossible, to determine. In the event that a faculty member resigns after submitting a signed employment contract or fails to honor the terms of the faculty member's employment contract, the faculty member shall pay liquidated damages to Kansas Wesleyan University according to the following scale:

If resignation occurs during:	Liquidated Damages	Contract
May	\$500	0
June	\$1,000	0
July	\$1,500	0
August	\$2,000	0
September	\$2,000	1/9
October	\$2,000	2/9
November	\$2,000	3/9
December & January (Before classes resume)	\$2,000	4/9
January (After classes resume)	\$2,000	5/9
February	\$2,000	6/9
March	\$2,000	7/9
April	\$2,000	8/9
May (Before classes end)	\$2,000	All
After	\$0	All

NOTE: The amount of liquidated damages will be paid by the faculty member to Kansas Wesleyan University prior to the university accepting the resignation and releasing the faculty member from their signed employment contract. In the event that Kansas Wesleyan University owes the faculty member additional salary amounts after the faculty member has resigned or fails to honor their employment contract, the university may deduct the amount of the liquidated damages or any portion thereof from the amount owed to the faculty member by the university. If the circumstances warrant, Kansas Wesleyan University has the option of granting a waiver to such liquidated damages assessment.

After the contract has been signed, it will be assumed that it is binding on both the faculty member and Kansas Wesleyan University unless terminated by mutual consent. An unfulfilled contract may involve legal liability on the part of either party.

3.8.2 Retirement

Normal retirement age is the last day of the academic year in which age 65 is reached. There is no mandatory retirement age.

3.8.3 Non-reappointment (Probationary) Contracts

Since all initial, probationary appointments of ranked faculty members are made with the understanding that both the university and the appointee will engage in a period of mutual evaluation prior to establishing a continuous association, with respect to non-reappointment (probationary) contracts and other non-tenure-track contracts, the separation prerogative rests with both parties. This means that ranked faculty members who hold non-reappointment (probationary) contracts and other faculty members who hold non-tenure-track contracts may end their contracts at the end of their period of appointment (normally the end of an academic year) for any reason. Similarly, the university may end a contract at the end of its period of appointment (normally the end of an academic year) for any reason. The university retains the right in its discretion to take other action(s) during the term of the contract as well, such as reassignment or disciplinary action up to and including termination of the contract as described in Section 3.7.4 and its subsections and dismissal for cause as described in Section 3.7.5.

The term “non-reappointment” means that the university has decided not to renew a probationary appointment at the conclusion of its term. A major responsibility of the university is to recruit and retain the best qualified faculty members within its means; therefore, wide latitude, consistent with academic freedom and fair process, is accorded the President, Provost, the Peer Review Coordinating Committee, and Department Chairs in meeting this responsibility.

Recommendations regarding reappointment or non-reappointment of non-tenured faculty members will normally emerge from the evaluation conducted by the Peer Review Committee and the Provost as described in Section 3.4 (peer review process). Recommendations regarding reappointment or non-reappointment will be communicated to the President for final decision. The President is charged with the final decision. If the decision is not to reappoint, the faculty member will be notified by the President on or before December 15 for fall reviews, and on or before April 1 for spring reviews during the contract year.

Since a notice of non-reappointment is not a dismissal for cause, it is not necessary for the university to set forth its reasons in the notice of non-reappointment. Probationary faculty members are entitled to know the reasons for non-reappointment, however, and may request in writing that these reasons be given to them in writing. The faculty member’s request should be made to and honored by the Provost. Non-reappointment is not an action that can be grieved.

3.8.4 Termination

Termination is a separation action by which the university terminates the services of a ranked faculty member before the expiration of the faculty member’s contract for reasons set forth in this section that are different from the reasons for separation described in Section 3.8.1 or for dismissal for cause described in Section 3.8.5.

Reasons for termination are any or all of the following:

1. Prolonged mental or physical illness during which the faculty member has taken all eligible Family and Medical Leave Act leave and the mental or physical

disability prevents the faculty member from performing the functions of the faculty member's job with or without reasonable accommodation;

2. Major changes in an academic program or department in whole or in part; and/or
3. Financial exigency of the university.

3.8.4.1 Prolonged Mental or Physical Illness

Termination of an appointment with continuous contract, or of a probationary contract or temporary contract before the end of the period of appointment, for medical reasons, will be based upon a preponderance of the medical evidence that the faculty member cannot continue to fulfill the terms and conditions of the appointment, with or without reasonable accommodation, and the faculty member has used all leave that he or she is eligible to receive under the Family and Medical Leave Act. The decision to terminate will be reached only after there has been appropriate consultation and after the faculty member has been afforded an opportunity to present the faculty member's position and to respond to the evidence. If the faculty member so requests, the evidence will be reviewed by the Faculty Affairs Committee before a final decision is made by the Board of Trustees on the recommendation of the President or the Provost.

3.8.4.2 Major Changes in Academic Program

A reason for termination could be the formal decision to discontinue or change a department or program may be originated by a division, the Departmental Council, or the Provost. In any case, the recommendation must be accompanied by supporting evidence related to the review of academic programs, enrollment trends, and related information.

Such decisions will be based on educational considerations that reflect the long-range judgment that the educational mission of the university will be enhanced by the changes rather than on cyclical or temporary variations in enrollment.

3.8.4.3 Financial Exigency

Financial exigency is a rare and serious institutional crisis that threatens the university as a whole. Financial exigency is defined as the critical, pressing, or urgent need on the part of the university to reorder its monetary expenditures in such a way as to remedy and relieve the state of urgency within the university created by its inability to meet its annual monetary expenditures with sufficient revenue to prevent a sustained loss of funds.

Before any faculty members are terminated because of financial exigency, the Board of Trustees or the Executive Committee of the Board of Trustees must officially declare that financial exigency exists. In reaching this decision, the Board will engage in full consultation with the Faculty and university administration. Subsequently, the Faculty shall be represented through the Departmental Council in processes relating to program reorganization, or the curtailment or termination of instructional programs due to financial exigency. The Faculty shall not necessarily be represented in individual personnel decisions.

The Board of Trustees shall have final authority in all matters related to financial exigency and terminations.

In considering how to deal with a financial situation, the retention of a viable academic program must be the primary goal.

3.8.4.4 General Procedures Regarding Termination of Continuous Contract Faculty Members Due to Financial Exigency or Major Changes in an Academic Program

If it is necessary to terminate continuous contract faculty members due to financial exigency or major changes in an academic program in whole or in part, tenure rights will be protected insofar as possible, and an institutional effort will be made to find a suitable position for the faculty member at Kansas Wesleyan University or elsewhere. A continuous contract faculty member will not be terminated in favor of a non-tenured person except in extraordinary circumstances where a serious distortion of the academic program would otherwise result. If it is necessary to terminate continuous contract faculty members, degrees, rank, and years of service will be taken into account. In all instances, there will be consideration of the essential needs of each department and the academic integrity of the university.

Due notice of termination of faculty members for major changes in an educational program in whole or in part or for financial exigency shall be given to continuous contract faculty members as early as possible, but no later than one year in advance of its effective date, except in the case of an extraordinary financial exigency that would make it impossible for the university to give such notice.

Upon recommendation of the President, the Board of Trustees will take into account the length and quality of service of faculty members to determine any payments made beyond the effective date of termination.

If a continuous contract faculty member is terminated for reasons of financial exigency or major changes in an academic program in whole or in part, no replacement for the faculty member's position will be employed within a period of two years, unless the terminated faculty member has been offered reappointment under conditions comparable to those held at the time of termination, and has been given at least one month after written notice of the offer of reappointment within which to accept the reappointment. It shall be the duty of a terminated faculty member to keep the university informed of the faculty member's current address for purposes of this section, and notice sent to such address by the university shall be presumed received if sent by certified mail, postage prepaid.

3.8.5 Dismissal for Cause

Dismissal for cause is a severance action by which Kansas Wesleyan University terminates its contract with a continuous contract faculty member for just cause, or by which the university terminates its contract with a non-reappointment (probationary) contract faculty member before the

end of the contract appointment for just cause.

Dismissal for cause shall be determined in each instance by the President in accordance with the procedures outlined below. Dismissal proceedings may be instituted on the basis of any or all of the following grounds:

1. Professional incompetence and/or serious failure to follow the canons and professional ethics of one's discipline or the teaching profession in general;
2. Continued neglect of academic duties in spite of oral and written warnings;
3. Serious personal misconduct that is directly related to the faculty member's fitness to practice the faculty member's profession;
4. Deliberate and serious violation of the rights and freedoms of fellow faculty members, administrators, or students;
5. Serious unprofessional judgment in performing responsibilities of the faculty member's position with the university;
6. Serious violation of policy in the Faculty Handbook, policy in the Employee Handbook applicable to all employees of the university, policy in the university catalog, and other published policy applicable to all employees of the university;
7. Conviction for, or plea of nolo contendere to, a felony, or any crime directly related to the faculty member's fitness to practice the faculty member's profession; or the arrest or charge of other criminal conduct where the university investigates the conduct, and determines the sufficient evidence of the conduct exists to proceed to dismissal for cause; and/or
8. Falsification of credentials or experience or of university records or reports.

If dismissal for cause is instituted on the basis of the conduct outlined in enumerated reason 1 above (professional incompetence and/or serious failure to follow the canons and professional ethics of one's discipline or the teaching profession), the dismissal for cause procedures will include the following steps:

1. Dismissal action may originate from the Department Chair or the Provost. In any case, the matter will be carefully reviewed by a peer review committee. This committee will be composed of the Department Chair, who will chair the committee, and two members of the Peer Review Coordinating Committee, one from the division, and one from another division. The Provost will also be a member of the committee (but without vote) and will receive and maintain all information presented in the review and/or investigation conducted by the peer review committee. The committee will gather necessary information regarding the issue identified and will interview the faculty member at issue. The findings and advisory recommendations of the peer review committee will be submitted to the Rejoinder Subcommittee of the Peer Review Coordinating Committee, which will review the recommendations of the peer review committee and issue

- its own advisory recommendation.
2. The Provost will review the advisory recommendations of the peer review committee and those of the Rejoinder Subcommittee, and submit them to the President along with the Provost's recommendation.
 3. In the event that the peer review committee, the Rejoinder Subcommittee and the Provost recommend dismissal for cause, the Provost will provide a written notice to the faculty member and the President that a recommendation has been made to dismiss the faculty member for cause, with a summary of the grounds on which the recommendation of dismissal for cause is based.
 4. Reasonable opportunity will be given for the faculty member to meet with the President to present the faculty member's defense to the dismissal recommendation before such recommendation is acted upon by the President.

If dismissal for cause is instituted on the basis of enumerated reason 2 – 8, above, the matter will be investigated, as necessary, and a determination will be made by the President. In any case involving dismissal for cause, the burden of proof that just cause exists shall be on the university, which proof shall be by a preponderance of the information gathered and results of investigation, if any, considered as a whole.

The decision of the President may be the basis of a grievance before the Faculty Affairs Committee, which shall review the case in accordance with procedures established in Section 3.7 in this Handbook.

In all cases of dismissal for cause, the President determines what, if any, salary payments are to be made beyond the date of dismissal.

SECTION 4 ACADEMIC POLICIES

4.1 GENERAL ACADEMIC REQUIREMENTS

The final responsibility for meeting academic requirements rests with students. The General Bulletin (catalog) is readily available, along with other current information regarding academic programs, and faculty members should encourage students to use this data for planning.

4.2 ACADEMIC ADVISING

Each student is assigned to a faculty advisor or a student success coach who helps in planning the student's academic program and assists in registering for courses. First time full-time students begin with a student success coach and transition to their academic program their sophomore year. Advisee-advisor assignments are made on the following basis:

1. Where a student indicates a major or vocational aim, he or she is assigned to an advisor in the appropriate field;
2. Where a student is undecided as to a major field or has no specific vocational aim, an advisor is assigned with whom it is believed he/she can share mutual interests; and
3. While the student has ultimate responsibility for program planning and meeting requirements, the faculty advisor is charged with the duty to guide and assist the student as much as is possible.

Any student or advisor may, when it seems advisable, request a change in assignment. All such requests must be made at the office of the Registrar, and the student's file papers must be transferred through this office so that a record can be kept of their location.

4.3 STATEMENT ON ATTENDANCE

Class attendance is required in all classes and students are expected to plan accordingly, giving classes priority. Faculty members will provide in each class the attendance standards necessary for passing the course. These will be distributed to each class as part of the syllabus, which will be on file in the Provost's office. This policy recognizes the validity of university-approved activities but does not excuse students from completing all work for their courses. Requests for absences for non-athletic university-sponsored events must be submitted to the Provost for approval by a coach or sponsor before an event is scheduled. These absences are expected by faculty members not to be excessive. In turn, faculty members will make reasonable accommodation to allow students to participate in these activities.

4.4 ACADEMIC REGALIA

Faculty members and administrative officers are expected to appear in academic regalia at commencement and at other formal affairs that may be announced. Regalia can be purchased or

rented through the office of the Registrar. One-time, the university will pay one-half of the purchase price of a robe, one time, subject to prior approval by the Provost.

4.5 THE FACULTY MARCHING ORDER

The marching order for commencements, baccalaureates, special convocations, and other events involving processions of the Faculty will be full-time faculty members, part-time faculty members, emeriti faculty members, and then administration/staff. Each group of faculty members will be ordered by (1) current academic rank at Kansas Wesleyan University, and (2) length of employment at Kansas Wesleyan University. Administration/staff will be ordered as appropriate for the stage.

The two longest-serving faculty members serve as marshals at official university Faculty processions. The Exemplary Teacher of the Year serves as macebearer for the following academic year.

4.6 PUBLIC RELATIONS

Faculty members are distinct representatives of the university on campus, in the community, and at professional meetings. In public life, speaking engagements, community organizations, and various avenues of daily contact, faculty members should have concern for developing good public relations. The university maintains a publicity office to assist in getting newsworthy information to the public. Speaking engagements, attendance at professional meetings, interesting features on campus, developments of a professional nature, and other newsworthy materials should be reported to that office.

All statements and information to be released in the name of or on behalf of Kansas Wesleyan University must be approved by the Office of Advancement. This policy will help ensure well-prepared materials, broader dissemination, and proper coordination with the total interests of the university.

4.7 TEXTBOOKS

The Higher Education Opportunity Act mandates that schools disclose the International Standard Book Number (ISBN) and retail price information of required and recommended college textbooks and supplemental materials for each course listed in the institution's course schedule. Faculty members shall submit such information to the campus bookstore no later than April 1st for fall texts and materials and October 15th for spring and summer texts and materials. If the faculty member feels that disclosure of the information before this deadline is not practicable, the faculty member must discuss the specifics of the situation with the Provost's office no later than the respective deadline. All required information for these exceptions must be submitted to the campus bookstore manager no later than six weeks before the start of the semester. Faculty members are not allowed to add or change textbooks for the upcoming semester after the six-week deadline.

4.8 CARE OF FACILITIES

Classroom assignments are posted with each semester's class schedule. The following general rules apply to faculty members:

1. No change in classroom location shall be made until there is approval by the Provost and/or Registrar;
2. All work surfaces should be cleared, and white boards should be left clean;
3. If there is no class using the room immediately after a scheduled course, the computer/projector should be shut down, the lights turned off; and
4. Any problems with equipment in the classroom should be reported to I.S. (information systems) as soon as possible – do not assume someone else has done it.

SECTION 5

ADMINISTRATIVE & FINANCIAL POLICIES OF INTEREST TO FACULTY MEMBERS

5.1 SALARY

The salary policy at the university is to pay the highest possible salaries with the available means, based upon a realistic appraisal of individual merit and upon equitable consideration of all faculty members and staff. From time to time, the university will endeavor to reward good teaching and outstanding work within financial and policy limits by appropriate salary advancements.

5.1.1 Starting Salary

Starting salary of newly hired faculty members will be negotiated between the candidate and the Provost based on rank, degree, experience, and market value, and will meet at least the minimum salary by rank.

5.1.2 Minimum Salaries

Minimum salaries by rank will be set as follows. Each year it will be the responsibility of Faculty Affairs, in conjunction with the president and provost, to add one additional year of minimum salaries by rank, so that the values for the next 5 years are continually available. These recommendations will then be approved by the Board of Trustees each February.

	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29
Assistant Professor	45,400	45,750	46,116	46,484	46,855	47,229
Associate Professor	52,600	53,250	53,782	54,319	54,862	55,410
Professor	59,600	60,500	61,407	62,328	63,262	64,210

5.1.2.1 Overload, Independent Studies and Adjunct Pay

Overload pay and Adjunct Faculty are paid at the rate of \$800 per credit hour.

Adjunct Faculty for the MBA program are paid at the rate of \$1000 per credit hour.

If enrollment of a course is less than 6 students, then compensation is $1/6^{\text{th}}$ of the credit hour rate times the number of students enrolled.

Example: Undergrad course has 5 students, 3-hour credit course.

Calculations would be $\$133.33 \times 3$ (#CH's) $\times 5$ (students) = \$1,999.95 (gross amount for course), verses full credit hour of $\$800 \times 3 = \$2,400$ (gross amount for course).

Independent studies are paid at the rate of \$50 per student per credit hour.

5.1.3 Salary Increases

Faculty members will receive salary increases according to the following. Increases due to minimum salary by rank and increases due to promotion and tenure will not be drawn from any raise pool in a given year. The following are the only factors that guarantee an increase in faculty salary.

5.1.3.1 Increase of Rank and Tenure

When a faculty member receives tenure, they will receive a pay increase of \$1500. For promotion in rank moving from assistant to associate professor, faculty will receive a \$2,500 salary increase, and moving from associate professor to professor, faculty will receive a \$5,000 salary increase.

5.1.3.2 Collective Raises

Increases in salary will be apportioned to the faculty as an equal percentage. For instance, if the raise pool is 2%, then each faculty member will receive a 2% raise to their salary.

5.1.3.3 Minimum Salary by Rank

If a faculty member has a salary that is below the minimum salary for their rank after raises for the next year are applied, then the faculty member's salary will increase to the minimum level for that year.

5.2 FRINGE BENEFITS

The listed benefits relate to faculty members whose employment is at least three-fourths of full time. These benefits are subject to change at any time due to changes in law, availability of programs, and financial changes in the marketplace. Detailed information regarding the university's benefit program is available through the university's Business Office and the Employee Handbook. The faculty member should read the applicable university benefit plan documents for requirements and exclusions.

- a. Life insurance
- b. Disability benefits
- c. Group medical and dental insurance
- d. Flexible spending accounts
- e. Retirement program
- f. Supplemental retirement program
- g. Tuition discount

Kansas Wesleyan University reserves the right to add, amend, or terminate any of the fringe benefit

programs or to require or increase employee premium contributions toward any benefits at its discretion. This reserved right may be exercised in the absence of financial necessity.

5.2.1 Sick Leave/Disability

Faculty members who are too ill to report for any of their scheduled duties will immediately notify the Provost's office, as well as Department chair.

Illness requiring sick leave of one week or more must be certified by a physician. When it is expected that absence for sickness will extend beyond 14 calendar days, the employee will immediately file, with the Provost, a certificate from a physician stating that the illness is of such a nature as to preclude active performance of all duties on either a full-time or part-time basis.

Each faculty member who is contracted for at least three-fourths time during the academic year will be allowed 20 days of sick leave during the year. If a faculty member exceeds 20 days of sick leave in the year, the pay for that faculty member will be reduced by 1/160 of the faculty member's contracted salary for each additional day missed. One-semester faculty member contracts will be allowed 10 days of sick leave and any days missed over 10 will cause the faculty member's contracted amount to be reduced by 1/80.

The faculty member should read the applicable university benefit plan documents for the long-term disability benefit to obtain information concerning requirements to qualify for the benefit and as to exclusions concerning the benefit.

Family and Medical Leave Act Leave and Service Member Family Leave: Kansas Wesleyan University provides unpaid leave in accordance with the Family and Medical Leave Act (FMLA; see the *Kansas Wesleyan University Academic Catalog*). The provisions of the university's FMLA policy may be found in the Kansas Wesleyan University Employee Handbook.

5.2.2 Vacations

The university recognizes that adequate vacation, free from official duties, is necessary for all employees if they are to perform their duties efficiently. Faculty members are normally employed on a nine-month basis with three months' vacation each year. Persons employed on this basis are free to seek other employment in the summer. Provision for vacation is not made for this group other than scheduled University closures and legal holidays listed in the official calendar. Occasionally there may be a need for a scheduled meeting, workshop, or retreat. Refer to 3.5.6.

5.3 PERFORMANCE PERSONNEL FILE

An individual faculty member's performance personnel file will include, but not be limited to, the following:

1. Information relating to the faculty member's academic and professional accomplishments submitted by the faculty member or placed in the performance

- personnel file at the faculty member's request; and
2. Non-medical, non-I-9, and non-tax related personnel information.

When a student or colleague makes a complaint to the Provost about a faculty member, if a copy or summary of such complaint is included in the faculty member's file, the faculty member will be notified in writing of those complaints and provided a copy of the complaint summary. Written responses to those complaints by the faculty member can be added to the file.

Except as provided in this Handbook and as required by law, statute, and/or administrative regulations, a faculty member's performance personnel file is available only to the President, Provost, appropriate professional staff, the faculty member involved. In addition, the faculty member may, for the cost of the duplication, obtain copies of materials in the faculty member's performance personnel file. Any such copies will be made by a member of the Provost's staff. Notice of two working days in ordinary situations should be given the Provost by a faculty member who wishes a copy of materials from the faculty member's performance personnel file.

Performance personnel files will be kept in strictest confidence in the office of the Provost and will be available for confidential use only in the office during regular business hours and only to the individuals indicated above. However, for a valid reason, the faculty member may authorize in writing access to the faculty member's performance personnel file by a person not indicated above.

Further, the university may permit access to and copying from such performance personnel files pursuant to lawful requests of federal or state agencies and/or courts relevant to investigations, hearings, or other proceedings pending before such agencies and/or courts.

A faculty member may add materials to the faculty member's own performance personnel file as necessary.

Because concerns contained in the Performance Personnel File should be processed in a timely manner independent of the peer review, the Performance Personnel File is not included as part of the peer review process. However, individuals may choose, in their discretion, to include in their Portfolio and content from their Personnel File that they might deem relevant or informative.

5.4 LIABILITY INSURANCE

The university's comprehensive general liability insurance policy specifically designates faculty members as additional insureds and has a policy limit of \$1,000,000. The liability coverage has been broadened through the purchase of another endorsement including additional coverage, including personal injury liability. These policies do have some exclusions and limitations. Specific details of the coverage extended to faculty members by the university are available in the Business Office.

APPENDIX A

FACULTY MEMBER TO FACULTY MEMBER CONVERSATIONS

Faculty Conversations

Held several times each academic year, faculty member conversations provide an opportunity for faculty members and administrators to discuss issues and initiatives related to the academic priorities of the university as they relate to teaching and learning. These conversation sessions are coordinated by the Faculty Affairs Committee and the Provost.

Mentor/Mentoring

Mentoring is imparting knowledge onto another faculty member to guide him or her based on personal experiences and from a viewpoint outside of the division. A faculty mentor should have been employed at Kansas Wesleyan University for at least three years prior to being assigned as a mentor. Mentors are assigned by Departmental Council and the Provost to new faculty members agreeable to the process.

Mentors/mentees are assumed to maintain at least weekly contact. Department Chairs in the new faculty member's division will check (separately) with both the mentor and faculty member the first month and every other month after to ensure that the relationship is viable and agreeable to both parties. Either party may request to end the relationship/role. All mentors should participate in training prior to being placed in a pool for assignment to new faculty members. Confidentiality is essential.

Coach/Coaching

Coaching concentrates on helping a faculty member achieve that faculty member's own goals in order to successfully exercise leadership and energize others to make progress on academic issues. Coaches typically are self-selected and often occur from within the department/division of the faculty member being coached. Coaching training shall be made available by the Faculty Affairs Committee to interested faculty members.

Wesley Covenant Groups

The heart of Methodism during the life of John Wesley was the Methodist Class Meeting. This was a small covenant discipleship support group where members were accountable to each other. They confessed their faults one to another, prayed for each other, and stirred up one another to love and good works.

At Kansas Wesleyan University they are groups of five to eight faculty members who meet weekly for eight weeks at a time. Completely voluntary and open to faculty members of all faiths the foundations are to: Connect people to each other and to Christ (Matt. 28:19-20); Love and encourage each other (Jn. 13:34-35; I Thess. 5:11); Contribute their abilities, talents, and gifts to the group and to the Church's shared mission (I Peter 4:10); and Help each other grow in faith (II Corin. 10:15).

A covenant group is a small group that meets to support faculty members, hold each other accountable and provide an opportunity for faculty members to build strong relationships with each other and the university of which the group is a part. Like mentoring and coaching – confidentiality is a core value. It is the foundation for everything else. Honor it. Protect it. Participation in a covenant group is voluntary.

APPENDIX B FINAL EXAMS

Faculty members are required to provide a summative assessment of student learning at the conclusion of each course. A final examination can be an effective means of evaluation for this purpose; however alternate methods of assessment such as performance tests, term papers, and research projects are also acceptable.

Final examinations, or an alternative summative assessment, are to be given during finals week only during the scheduled times as provided by the Provost's Office. Ordinarily this will prevent students from having more than two final exams in a single day; however, if such a situation should arise, at the student's request a mutually acceptable alternative examination time may be arranged. The faculty member should ordinarily accommodate a student in such a situation. It is the responsibility of the student to inform the faculty member of the situation within the first two weeks of the semester in order to make appropriate arrangements.

APPENDIX C

FACULTY MEETINGS AND COMMITTEES

1.1 COLLEGIALITY

Faculty members of Kansas Wesleyan University should be advocates for each other and the university as a whole, not adversaries. Communication should be direct and delivered with compassion. There can be consequences with compassion; it does not mean faculty members have to let anyone off the hook. Faculty members should expect that concerns of another faculty member or administrator would be delivered to them directly, avoiding triangulation – the involvement of third parties prior to being brought to the attention of the member in question.

When assigned to a committee the faculty member should remember that he/she is representing faculty members as a whole, or in some case their respective academic division, and avoid giving personal opinions. Faculty members on committees should seek input from as many and as diverse faculty as possible, collaborate across committees and between university offices as much as possible, and routinely report committee activity and accomplishments.

Faculty members should attend meetings of the Faculty and of committees as prepared as they expect students to be prepared for class. Faculty members should make every effort to be on time and give full attention to the matters at hand. The Faculty meeting is not the time to read materials for the first time or to grade assignments. They should review the agenda and any attachments as they are distributed and relate any questions to the relevant party in advance of the meeting – this allows all parties to be better versed on the issues. Common questions that come up prior to the Faculty meeting should be covered when addressing faculty members.

1.2 FACULTY MEETINGS

Regular meetings of the Faculty shall be held monthly during the academic year at a time and place determined by the Faculty.

1.3 RULES OF PROCEDURE

The Faculty of Kansas Wesleyan University will conduct its meetings in accordance with *Robert's Rule of Order Revised*; however, some of our procedures may not follow the procedures in *Robert's*.

1.3.1 Agenda

1. The Presiding Officer of the Faculty, in consultation with the Provost, is responsible for establishing and distributing the agenda. The agenda is sent out electronically one week prior to the meeting and, in the case of a specially called meeting, at least 24 hours.
2. The Faculty order of business will be set by the presiding Officer in consultation with the Provost. The usual order of business would consist of the following: Devotions; Approval of previous minutes; Unfinished business; New business; Reports; Questions for clarification or information; Announcements & correspondence; and Adjournment.

3. The Presiding Officer will follow the “Rule of Reason” in ordering or reordering the agenda. The Faculty may, following parliamentary procedure, change the order of the agenda, and may postpone or table proposals.
4. It is the duty of committee chairs, other faculty members or staff to inform the Presiding Officer well in advance if they have items to be placed on the agenda, and the estimated length of time required. Without prior notification the agenda will reflect no report. Any faculty member wishing to make an announcement should notify the Presiding Officer prior to the start of the meeting.
5. The Presiding Officer may limit debate/discussion on an issue within a time specified. The Faculty may, following parliamentary procedure, remove this restriction.
6. The Faculty meeting may be extended by five minutes by the Presiding Officer to finish any business at hand. Any extension beyond five minutes requires a motion made and passed.

1.3.2 Membership and Voting

1.3.2.1 Definitions

“Faculty members” refers to those Kansas Wesleyan University employees with faculty standing, as detailed in Section 2 of the Faculty Handbook.

“Ranked faculty” refers to faculty who hold certain ranks, as detailed in Section 2.1.2 of the Faculty Handbook.

“Teaching Faculty” is defined as all voting members whose primary duty is teaching, as set forth in Section 2.1.1 of the Faculty Handbook.

“Voting Members” includes those members of the Faculty as set forth in Section 2.1.1 of the Faculty Handbook.

“Non-Voting Members” includes those members of the Faculty as set forth in Section 2.1.1 of the Faculty Handbook.

1.3.3 Conducting Business

1.3.3.1 Quorum

Quorum necessary for the transaction of business by the Faculty shall be fifty percent of the eligible voting members of the Faculty present at that meeting, excluding members with Faculty Emeritus status. Prior to the first meeting of the Faculty of the academic year, the Provost and the Presiding Officer shall determine the number required to obtain a quorum.

1.3.3.2 Actions of the Faculty

Actions of the Faculty must receive a simple majority vote. The vote may be by voice, show of hands, or secret ballot. The vote shall be by secret ballot on the request of a member. Substantive matters

must be presented to the Faculty in writing at least one week before action may be taken. Matters are declared substantive by the chair, whose decision may be overridden by majority vote.

1.3.4 Types and Scheduling of Meetings

1.3.4.1 Regular Meetings

Regular meetings of the Faculty shall be held monthly during the academic year at a time and place determined by the Faculty.

1.3.4.2 Special Meetings

A special meeting of the Faculty will be called by Presiding Officer or the Chair of the Faculty Affairs Committee or the Provost if:

1. Such a meeting is requested by any **three** members of the Faculty to the Presiding Officer, Chair of the Faculty Affairs Committee, or Provost who will then make a decision to call a meeting or not; and
2. There is a consensus of the Presiding Officer, Chair of Faculty Affairs, or the Provost.

1.3.4.3 Teaching Faculty Meetings

At least once each semester a teaching faculty meeting will be called for the purpose of providing faculty members with a forum for academic and other faculty related issues without the presence of administrators. “Teaching Faculty” is defined as all voting members whose primary duty is teaching, as set forth in Section 2.1.1 of the Faculty Handbook. Teaching faculty meetings are called and scheduled by the Chair of Faculty Affairs Committee, in consultation with the Presiding Officer. The Chair of Faculty Affairs Committee shall preside over these meetings. Any issues passed requiring administrative action must be brought forward at the next regular meeting of the Faculty for a full and open vote.

REFERENCE DOCUMENT A
KWU FACULTY COMMITTEE DESCRIPTIONS
(Reference numbers are for Faculty Handbook Appendix C: Faculty Meetings and Committees)

1.4 COMMITTEES

Standing committees of the Faculty, except the Provost's Council and Faculty Affairs, will be appointed by the President upon recommendation of the Provost. The Provost will consult with the Provost's Council regarding appointments. Each committee will take office at the start of the semester and, with the exceptions noted, will select its own chair. Ex officio members of the Faculty committees shall not have the right to vote unless otherwise stated. Ex officio members shall enjoy all other rights of committee members.

Advisory councils of Kansas Wesleyan are appointed by the President with consultation of the Provost and relevant faculty members. Advisory councils include members from outside the community of Kansas Wesleyan and make recommendations to the appropriate governing body of Kansas Wesleyan. Advisory councils shall make reports to the Faculty on any action taken.

Institutional committees of Kansas Wesleyan University will be appointed by the President upon recommendation of the Provost. Institutional committees shall make regular reports to the Faculty as a whole. These committees shall report to the Faculty but are administratively responsible to the President as their functions are primarily advisory to the President and members of the President's Council.

The Faculty may institute ad hoc committees (e.g., task forces) as the need arises. Such committees may be elected by a simple majority of the Faculty or appointed by the President of the university with the consent of the individual faculty member. Appointment to such committees will be made in consultation with the Provost. As soon as an ad hoc committee has been appointed, its name, membership, and duties will be communicated to all faculty members. The need for continuation of ad hoc committees will be reviewed each year by the Provost's Council and reported to the President and the Faculty annually.

Student members of committees shall be appointed by the President of the student governing organization with advice of the Faculty liaison and consent of the Provost.

1.4.1 Faculty Membership on Committees and Councils

Participation in the governance structure of the university is an important component of the responsibilities of faculty members at the university. Faculty members contribute to governance by serving on various Faculty Committees, Institutional Committees, Ad Hoc Committees, Advisory Councils, and Board of Trustees Committees.

1.4.1.1 Membership

Most faculty member appointments to committees or councils are made by the President upon recommendation of the Provost. Exceptions are those whose membership is by virtue of position or election. These include:

- Provost's Council (comprised of Representatives of each Division);
- The Institutional Direction Committee. Faculty member representatives are the Representatives from Provost's Council, the Director of Nursing Education, either the Presiding Officer or the Chair of Faculty Affairs Committee, and the faculty representative to the Board of Trustees' Committee on Finance and Operations;
- Faculty Affairs Committee (members elected by the Voting Faculty); and
- Teacher Education Committee Chair (Director of the Teacher Education Program).

Appointments to the Faculty Committees and as Department Chairs shall be made prior to appointments to Institutional Committees and Advisory Councils.

Divisions nominate faculty members to represent them in committees with divisional membership (Academic Affairs Committee, Curriculum Committee, Liberal Studies Committee, Enrollment Committee, and Institutional Assessment of Research Council (IARC)).

Whenever possible, faculty member appointments to committees are distributed equitably among the university faculty members with consideration given to the faculty member's areas of expertise, interest, and their overall combined service responsibilities.

1.4.1.2 Attendance

Faculty members are responsible for attending all meetings of the committees to which they are assigned or elected. Standard meeting times should be arranged by mutual consent of the committee members, so that they do not conflict with the academic obligations of any member. If a standard meeting time is set for the committee that will not allow a faculty member to attend, the individual should notify the Chair of the committee and the Provost for possible reassignment. If a conflict arises that prohibits attending a particular meeting, the faculty member should notify the Chair of the Committee in advance so that the absence may be excused. If three unexcused meetings are missed, the Committee Chair shall declare a vacancy and forward notification of such vacancy to the Provost.

1.4.1.3 Representation and Reporting

Faculty members serve as representatives of the Faculty in general, and the particular Division they are assigned to committees or councils and should seek input and report actions taken to the constituency that they represent. When a faculty member serves as a Divisional representative, he/she should report on the Committee's activities at the regular Division meetings. Concerns related to the faculty member representative through Division meetings or other conversation should be communicated to the Committee, with consideration of confidentiality when appropriate.

Faculty Committees

1.4.2 Academic Affairs Committee

The Academic Affairs Committee shall consist of two faculty members from each academic division, nominated by their respective division to serve alternating 2-year terms, the Provost (or designee) ex officio, the Registrar (or designee from that office) ex officio, and two students. The functions and responsibilities of this committee are to:

1. Make recommendations concerning academic policies and procedures to the Provost, the Registrar and the Faculty;
2. Serve as a board of appeal for decisions by the Provost and the Registrar concerning requests by students for exceptions to normal academic procedure;
3. Ensure and maintain academic integrity.

1.4.3 Curriculum Committee

The Curriculum Committee shall consist of two faculty members from each academic division, nominated by their respective division to serve staggered three-year terms. Ex-officio (non-voting) membership shall consist of the Director of Library Services, the Registrar, and the Provost (or their designees). All committee meetings are open for faculty members to attend; faculty members are encouraged to attend to vet their respective submissions. Roberts Rules of Order will be followed in all matters concerning the Curriculum Committee. Either the Course Form or the Program Form will need to be completed appropriately and submitted with the requested supporting documents to the committee meeting.

The functions and responsibilities of this committee are to:

1. Maintain alignment of curriculum offerings with the university's goals;
2. Act on curricular items submitted by departments and divisions and report approved items to the faculty every semester;
3. Evaluate curriculum processes and procedure for effectiveness;
4. Evaluate curriculum requests made by the various departments and divisions for consistency with the university mission, department goals, and curriculum outcomes; and
5. Conduct curriculum analyses that are assigned to the Committee or that become evident during the regular business of the Committee.

Curriculum proposals initiated from a program are approved at the program and departmental levels and must be reviewed by program directors from any cross-listed programs or programs requiring the course. If a department consists of a single academic program, curriculum proposals should be reviewed by another program director within the division. Interdepartmental and interdivisional program or course proposals are to be approved by the Departmental Council prior to submission to Curriculum Committee.

1.4.4 Departmental Council

The Departmental Council shall consist of the Provost (or designee) as Chair and Chairs of all nine Departments. The Departmental Council and Head of the Graduate Program will function as the Graduate Council. The functions and responsibilities of this council are to consult with the Faculty and Provost concerning matters of the university, and to:

1. Serve as academic leaders of respective departments, responsible for budget, strategy, academic direction, oversight of faculty member hires assessment, and

- institutional academic accountability;
2. Enhance collaboration and participative decision-making between academic areas, university staff and co-curricular programs, and campus administration in the interest of collegial governance;
 3. Make recommendations to the President with regard to academic personnel needs, faculty member recruitment, matters on appointment, tenure, promotion, sabbaticals, and faculty member retention;
 4. Work with the Provost in matters relating to strengthening current undergraduate and graduate academic programs;
 5. Serve as a resource to department members regarding campus information;
 6. In consultation with the Director of Library Services, review library policies and advocate for sufficient library resources and services to support the academic mission;
 7. Consult with the Provost in course scheduling and catalog publication;
 8. Facilitate ongoing training and education for member's of the department; and
 9. Work intentionally and collaboratively with the Faculty Affairs Committee and the Faculty Presiding Officer.

1.4.5 Enrollment Committee

The Enrollment Committee shall consist of the Provost, as Chair (or designee), Executive Vice President for Advancement and University Operations (ex officio), Director of Athletics (ex officio), Vice President for Student Engagement and Success (ex officio), Registrar, and two faculty members from each academic division.

The functions and responsibilities of this committee are to:

1. Establish and review (in consultation with the Faculty) the standards of admission to the university;
2. Act as an appeals committee for provisional admission requests; and
3. Examine and make recommendations regarding recruitment and retention strategies.

The Committee is to provide regular reports to the Faculty meetings as well as to the President and Provost at least once each semester. Some activities of this committee can occur during the summer and winter breaks.

1.4.6 Faculty Affairs Committee

This committee shall consist of four faculty members, with at least two having tenure. Its members shall be elected by the Teaching Faculty at the April meeting of the Faculty. Members of this committee will serve two-year terms on a staggered basis. This committee shall have no ex officio members. The Teaching Faculty shall elect a tenured chair after electing the committee members.

The function of this committee is to work with the administration and the Faculty in the formulation

of policies and procedures that will strengthen the professional status and teaching effectiveness of faculty members.

The committee also will operate in the following specific capacities:

1. To serve as an advisory board to the administration on all matters of policy relating to tenure, promotion and employment termination;
2. To be responsible for the periodic review and recommendations regarding the Faculty Handbook and to bring forward to the Faculty all faculty member motions to amend the Faculty Handbook. This includes review and recommendations of any proposed changes to the Faculty Handbook by administration;
3. To represent the Faculty in a periodic review with the administration of existing and contemplated salary schedules (not individual salary arrangements);
4. To make directly to the Board of Trustees periodic reports relating to faculty member affairs and the state of the Institution with emphasis on the academic program;
5. To provide for faculty member input into the periodic evaluation of senior top administrators of the university;
6. To serve as Grievance Committee as provided in Section 3.7, and its subsections, in the Faculty Handbook;
7. To recommend and help administer faculty member development programs including the Fall Faculty Retreat;
8. To schedule a Teaching Faculty meeting each semester with the Chair of Faculty Affairs, or an alternate member as agreed upon by the chair, acting as chair of the meeting;
9. To nominate two candidates for the Presiding Officer of the Faculty at the April meeting of the Faculty; and
10. To act as an archive for the procedural rules adopted by any committee of the Faculty.

1.4.7 Honors Program Committee

The Honors Program Committee shall be appointed by the Provost, in consultation with the Honors Program Director. It shall consist of the Honors Program Director who will also serve as Chair, at least four other faculty members from different Departments, and one student representative from the Honors Program (as appointed). The Provost (or designee), as well as the Registrar, and the Executive Vice President for Advancement and University Operations, serve as ex officio members without vote.

The functions and responsibilities of this committee are to:

1. Develop, assess, and administer the policies and curriculum of the Honors Program;
2. Approve or disapprove all applications for admission to the Honors Program;
3. Review any disciplinary or expulsion issues, and confirm that student members of

- the Honors Program maintain good standing;
- 4. Recruit and/or provide faculty member leadership for Honors courses;
- 5. Provide budget recommendations for the Honors Program to the Provost;
- 6. Serve as an advisory board to the Provost on issues pertaining to the Honors Program; and
- 7. Supervise academic honor societies and submit an annual report to the administration and Faculty.

1.4.7.1 The Honors Program Director is responsible for:

- 1. Assisting the Office of Student Financial Planning and the Office of Admissions in recruiting internal and external applicants to the Honors Program,
- 2. Working with the Honors Program Committee in recruiting and/or providing faculty member leadership for Honors courses.

1.4.8 Liberal Studies Committee

Membership for the Liberal Studies Committee shall consist of: two faculty members from each Division, appointed to alternating two-year terms, and IARC representative or a Director/Chair of an accredited program who has significant curricular assessment experience/knowledge, member of the Registrar's office (ex officio), and the Provost or Academic Dean (ex officio). The chair of this committee can be chosen from one of the members who are not ex officio.

This committee is an oversight committee to assure the success of the liberal studies program and monitor its effectiveness. This committee is not intended to usurp the authority or responsibility of the Curriculum Committee. All committee meetings are open for faculty members to attend; faculty members are encouraged to attend. Roberts Rules of Order will be followed in all matters concerning the Liberal Studies Committee. For curriculum proposals that are in liberal studies or seeking to be in liberal studies must be vetted through Liberal Studies Committee to ensure alignment with the liberal studies outcomes before going to the Curriculum Committee.

Functions of the Liberal Studies Committee

- 1. Oversee the implementation of the Liberal Studies program, including applicable guidelines and policies, assessment deadlines, course submissions, and forms associated with liberal studies reporting directly to the Curriculum Committee.
- 2. Maintain an accurate list of liberal studies classes and assess if changes are needed.
- 3. Review the offerings of liberal studies and foundational courses to determine if changes need to be made to align with university goals and outcomes. Work with departments if liberal studies or foundational courses need change.
- 4. Assess the effectiveness of courses meeting liberal studies objectives.
- 5. Vet curriculum proposals that are in liberal studies or seeking to be in liberal studies before submission to Curriculum Committee.
- 6. Make recommendations concerning liberal studies.
- 7. Perform a program review focusing on metrics the committee deems important to

demonstrate the effectiveness of the Liberal Studies and report on it no less than every 5 years.

8. Review the catalog each year for changes and inconsistencies related to liberal studies courses and report the same to the Curriculum Committee.
9. Review transferability yearly, as it relates to liberal studies courses.
10. Make such reports of findings/recommendations of work completed to faculty and administration as requested by the Curriculum Committee.

1.4.9 Online and Educational Technology Committee

The committee as appointed by the President is comprised of the Director of Online Learning and Educational Technology, a representative from the Provost's office, a representative of each Division on campus, a representative from all accredited programs, a representative from Information Services, and a representative from the Registrar's office. This committee is charged with developing policies and promoting practices that contribute to the quality and growth of online and on-ground education at Kansas Wesleyan University. The functions and responsibilities of this committee are to:

Act as a recommending body for the development and support of a learner-centered program designed to further student success by making recommendations to the Provost regarding:

1. Full review of the online handbook to ensure that policies and procedures relating to the delivery of online courses meet the standards set out by KWU. This includes, but is not limited to, the evaluation of technology, accessibility, infrastructure, course design (as outlined in the course review rubric);
2. Academic support services that affect all modes of online and on-ground course delivery (evaluating the accessibility of the KWU policies on the LMS course shells);
3. Online handbook alignment of policy issues in collaboration with faculty affairs to ensure policies are in both faculty and online handbooks and comply with local state, national, and global standards in cooperation with the Director of Assessment and Institutional Compliance. This also encompasses recognizing and addressing policy issues including, but not limited to, intellectual property rights;
4. Provides enhancement opportunities for pedagogy and andragogy for faculty to create a high-quality learning environment for all students at KWU; to ensure program quality (instructional design, currency of information being used, and assessments), and to guarantee consistence in learning goals for all modes of delivery and all locations (including main campus, distance learning, at additional or alternative locations, as dual credit, or any other modality).
5. Guides the implementation of online education initiatives. The committee must provide regular reports at the faculty meetings at least once each semester.

1.4.10 Peer Review Coordinating Committee

All tenured faculty members at KWU and Program Directors for externally accredited programs will constitute the members of this committee, which is chaired by the Provost. Their charge is to:

1. Lead peer reviews
2. Collaborate with the Provost's Office in selecting members of the peer review committees (on which all full-time faculty members can serve). In the Spring semester, a subcommittee consisting two members from each division will construct and initial slate for the peer reviews for the upcoming academic year, which is discussed by the full committee.
3. Attend semesterly trainings on the peer review process, which will be led by the Provost's Office
4. As Chair of a Peer Review Committee, members are responsible to:
 - a. Ensure that the portfolios for those under review are complete.
 - b. Ensure that all members of the peer review committee have reviewed portfolio materials before the peer review meeting.
 - c. Meet with other members of the peer review committee prior to the peer review meeting to ensure that all are prepared to ask questions and participate in the meeting.
 - d. Lead the process of writing the peer review report.
5. A subcommittee of three members, not otherwise assigned to or under reviews that academic year, will serve as a Rejoinder subcommittee.
 - a. In the event of a rejoinder, the Rejoinder subcommittee reviews the rejoinders along with the evidence files and letters and submits a determination of merit and recommendation to the President.
 - b. If either the Peer Review Committee or the Provost recommend a Personal Improvement Plan (PIP) related to a peer review, the Rejoinder subcommittee will review the recommendation letters and the proposed PIP, its conditions and duration, and make a determination as to the merits for initiation, which will be reported to the Provost for implementation. Upon completion of that PIP, the Rejoinder subcommittee will review the plan and any subsequent reports and make a determination of its completion.

1.4.11 Provost's Council

1. The Provost's Council shall consist of the Provost as Chair and the Division Representatives. It will meet at least semesterly.
2. The functions and responsibilities of this council is to consult with the Faculty and Provost concerning strategies matters of the university, and to
 - a. Act as a collaborative multi-disciplinary advisory board to the Provost in matters relating to the strategic direction of the academic mission of the university;
 - i. Monitor and review trends in higher education, accreditation, and workforce needs
 - ii. Provide informed input to the Provost on emerging academic needs, opportunities, and priorities that should guide the university's long-term strategic direction.

- iii. Review and advise on proposed academic programs, major initiatives, structural changes, or policy shifts brought forward by academic leaders and/or committees.
- b. Serve as faculty representatives to the Institutional Direction Committee;
- c. Review annually the need for ad hoc committees

1.4.12 Teacher Education Committee

The Teacher Education Committee shall consist of the Chair of Teacher Education Department, the Education faculty members, and the Education Coordinator. The functions and responsibilities of this committee are to:

1. Develop and administer all policies and procedures with regard to the Teacher Education Program.
2. Approve or disapprove all applications for admission to the Teacher Education Program and Clinical Practice based on the required criteria for admittance. Through the TE and CP interviews students/candidates will be evaluated by this committee to determine their competency for admission.
3. Conduct studies and make recommendations designed to improve the Teacher Education program and include them in the Teacher Education Continuous Improvement Model used for accreditation.
4. Participate in the hearing process when a determination is necessary regarding the removal of a student/candidate from their EFE or CP placement.
5. Hold meetings once a semester with the Teacher Education Advisory Council and the faculty of the secondary education and PK-12 programs to share data and updates regarding the Teacher Education Department.

Institutional Committees

1.4.13 Athletics Committee

The Athletics Committee shall consist of the following members: Director of Athletics as Chair, Faculty Athletics Representative (FAR), Head Athletic Trainer, Sports Information Director, two (2) Head Coaches, two (2) students (one male and one female), and 2-3 faculty members. The functions and responsibilities of this committee are to:

1. Act as a board to review and make recommendations relative to intercollegiate athletic philosophy and policy;
2. Act as an advisory committee to the FAR and the Director of Athletics; and
3. Serve as a communication link between the Faculty and intercollegiate athletics.

The Committee is to provide regular reports at the Faculty meetings as well as to the President and Provost at least once each semester.

1.4.14 Compliance and Data Integrity Committee

The Compliance and Data Integrity (CADI) Committee shall consist of the following members: President, Director of Assessment and Institutional Compliance (as Chair), Provost, Chief Financial Officer (as Co-Vice Chair), Director of Financial Aid (as Co-Vice Chair), Executive Assistant to the President, Registrar, Assistant Vice President for Student Engagement and Success (or designee), Director of Athletics, Executive Vice President of Advancement and University Operations (or designee), Assistant Vice President of Information Services (or designee), Head Athletic Trainer, Director of Advancement and Alumni Operations, Assistant Vice President of Marketing and Communications (or designee) Executive Academic Assistant, and Director of Human Resources. The purpose of the Committee is to develop a university compliance plan that systematically review adherence to governmental and university compliance policies, and identifies and addresses compliance risks.

The functions and responsibilities of this committee are to:

1. Implement the KWU Compliance Plan and monitor risks by effective mitigation.
 - a. Coordinate and direct the development of the Information Security Policy, to ensure that it meets regulatory requirements and current standards;
 - b. Advise the senior management on issues of information security and risk reduction;
 - c. Evaluate new threats and reduce risk of intrusion, loss of data integrity and compliance violations;
 - d. Suggest and evaluate resources for approaching security concerns;
 - e. Review and approve exceptions to the Information Security Policy;
 - f. Ensure compliance with the Information Security Policy in the organizational hierarchy; and
 - g. Sponsor and champion changes or updates to the Information Security Policy through the university's approval process.
 - h. Annually review "Federal Compliance Policies" along with other "Federally Mandated Policies" (e.g., Professional Licensure, etc.)
2. Report Compliance Plan activities and processes quarterly to the President of the university.
3. Report to the President without delay, and suspected compliance violation involving imminent risk of injury or harm to persons, property or the surrounding community, or significant reputational harm.

The Committee is to provide regular reports at the Faculty meetings as well as to the President at least once each semester.

1.4.15 Diversity, Equity, and Inclusion Committee

The Diversity, Equity, and Inclusion (DEI) Committee is focused on enriching the lives of all constituents of Kansas Wesleyan University and ensuring that opportunities (through its practices, policies, or procedures) are available to everyone regardless of color, sex, sexual orientation,

gender identity, race, age, national origin, religion, veteran status, genetic information, or disability). Membership on DEI Committee is voluntary. Broad participation will be sought and encouraged. The Committee is chaired by the Vice President for Student and Community Engagement.

The functions and responsibilities of this committee are to:

1. Review university policies and procedures to ensure equal opportunity to all students, faculty, and staff, and make recommendations to improve policies and procedures when necessary;
2. Encourage the incorporation of diversity instruction in KWU curriculum;
3. Encourage a climate of inclusion within the university, and recommend strategies for improvement;
4. Research and recommend strategies to best provide for student training, faculty training, and staff training on diversity and equity issues, and cultivate understanding and respect for inclusion as it effects the daily interactions of individuals in the classroom and workplace;
5. Propose a checks and balance system for annual review to assess if we are meeting our diversity, equity, and inclusiveness goals and are living out our mission;
6. Research and recommend strategies to foster a safe and open environment where issues can be raised and addressed on campus; and
7. Identify and develop resources (including the KWU website), and leverage those resources for the betterment of our campus community members.

The DEI Committee is to provide regular reports to the Faculty meetings at least once each semester.

1.4.16 Green Committee

The Green Committee consists of the following members: the Director of Plant Operations, the Assistant Vice President for Student Engagement and Success, the Coordinator of the Community Resilience Hub, the full-time faculty members from the Biology Department, one additional faculty or staff member, and one student. The Committee is to develop, plan and recommend to the President strategies for implementing the university's sustainability policies and integrating sustainability into the life of the university.

The KWU Green Committee is dedicated to:

1. Promoting a culture of sustainability through the university community by engaging the powerful education, research, and service traditions of the university;
2. Promoting sustainable practices that recognize the need to manage human interactions with ecosystems to minimize impacts of use, conserve the regenerative capacity of the natural environment, and promote its ecological integrity;
3. Building an operational model that ensures the long-term future of the

4. university's commitment to sustainability; and
Implementing and promoting sustainability through full faculty, student, and staff engagement.

The functions and responsibilities of this ad hoc committee are to:

1. Review campus practices and recommend solutions to enhance our commitment to environmental stewardship, which is found both in our campus ethos and in the United Methodist Book of Discipline.

The Green Committee is to provide an annual report to the President and Provost.

1.4.17 Institutional Assessment and Research Council (IARC)

This council shall be composed of the Provost, Director of Institutional Research and Compliance (Chair), Vice President for Student and Community Engagement (or designee), Director of the Albert Nelson Student Success Center, at least three other faculty members (this number may vary pending anticipated assessment activities), and a member of the community.

The primary function of the IARC is to coordinate and oversee the work of various subgroups involving assessment across the institution and oversee the following functions:

1. Develop, administer, and monitor the assessment process for the institution, and assist all institutional departments in their assessment activities.
2. Distribute appropriate assessment information to administration, faculty, and staff.
3. Coordinate and revise institution-wide assessment activities including, but not limited to:
 - 1.4.17.1** Criteria for Performance Excellence;
 - 1.4.17.2** Program Review;
 - 1.4.17.3** Institutional Surveys (NSSE, FSSE, student exit, course, advising, etc.); and
 - 1.4.17.4** Faculty Assessment Reports (Forms A-H)
4. Analysis, dissemination, and reporting of assessment information back to institutional members.
5. Monitor implementation of continuous improvement initiatives as a result of data analysis in all institutional Divisions, Departments, and/or Programs.
6. Maintain and continually update the storage of all assessment instruments, assessment data, assessment outcomes, and assessment proposals in both electronic and hardcopy versions.
7. Lead and assist with professional development events of all assessment activities.

The intent is to improve coordination, training, and dissemination of the aforementioned assessment responsibilities. The IARC is required to provide regular reports at each Faculty meeting when data reports are finalized and submit an annual report to the President for each academic year by the end of May.

1.4.18 Institutional Direction Committee

The Institutional Direction Committee shall be chaired by the President in coordination with the Provost. It shall consist of the President's Council, the Divisional Representatives from the Provost's Council, the Director of Nursing Education, either the Presiding Officer or the Chair of Faculty Affairs Committee, a representative from the Middle Managers, one head coach, the Executive Assistant to the President, the Plant Operations Director, the Senior Women's Leader for Athletics, Assistant Vice President for Student Engagement and Success, and the faculty member appointed to serve as the representative to the Committee on Finance and Operations of the Board of Trustees.

The functions and responsibilities of this committee are to:

1. In collaboration with the President, review internal and external strategic issues, using data analysis, for the university to assist in enrollment growth, revenue growth, and accountability/assessment;
2. Review the current year's operational budget and recommend such budget to the President;
3. Develop the following year's operational budget and recommend such budget to the President. These recommendations will include policy decisions affecting pricing (tuition, room, and board fees) and expenditures (salary and program adjustments).
4. Develop a budget-planning program for the following 3-5 year period to provide a framework for annual operational budget development; and
5. Review requests for technological resources and make recommendations for the purchase and distribution of the same.

The Committee is to provide a report at a meeting of the Faculty as well as to the President and Provost at least once each semester.

1.4.19 Retirement Plan Committee

The Retirement Plan Committee was established by charter by the Board of Trustees in June 2014. The following corporate officials were appointed by title, to serve as the "permanent" members of the committee: President and CEO, Chief Financial Officer, Director of Human Resources, Vice President for Advancement and University Operations. In addition, one (1) faculty member and one (1) staff member are appointed to serve as "permanent" members of the Committee, and can be replaced as their respective employment may end. The Committee shall consist of no less than three (3) members. The President shall from time to time appoint additional members or fill any vacancies.

The purpose of this committee is to serve as the Plan Fiduciary as outlined in the committee charter of 2014 and the primary responsibilities are:

1. Develop the investment structures and policies for the Plan;
2. Select and monitor the investments offered to the Plan's participants;
3. Determine the Plan's providers and advisors as they relate to investment issues and

- services;
4. Determine the investment needs of the participants and the services to respond to those needs; and
5. Make such other decisions as are necessary and appropriate to prudently manage the Plan's selection of investments and investment-related services.

1.4.20 Student Conduct / Student Life Committee

The Student Conduct/Student Life Committee shall consist of the Assistant Vice President for Student Engagement and Success as Chair, the Director of Student Housing, the Director of Athletics or designee, the Campus Minister, a member of Campus Security, at least two (2) faculty members, at least two (2) students (one male, one female).

The functions and responsibilities of this committee are to:

1. Act as a board for the initial hearing and adjudication of charges against KWU individual students and student organizations;
2. Serve as the final campus appeal board, subject only to the legal authority of the President;
3. Serve as an advisory board in matters related to student welfare, the quality of campus life, intramural athletics, recreational activities, and student programs;
4. Approve requests for proposed student organizations and changes in the constitutions of existing student organizations;
5. Act as a policy review board for current and proposed policies of the Student Handbook; and
6. Monitor institutional adherence to the Drug-Free Schools and Communities Act, Student Right-to-Know and Campus Security Act, and any additional public laws within the purview of the office of Student Life.

The Committee is to provide regular reports at the Faculty meetings as well as to the President and Provost at least once each semester.

1.4.21 Student Success Committee

This committee is responsible for reviewing best-practice approaches for student success and working to implement such approaches, as appropriate, at the institution. The members of the committee will be: Provost (Chair), Director of Institutional Research and Compliance, Director of Athletics, Assistant Vice President for Student Engagement and Success, Director of the Student Success Center, two (2) head coaches, two (2) faculty members, and a representative from the fine arts activities.

The functions and responsibilities are to:

1. Review, analyze, and recommend student success initiatives; and
2. Enhance communication between curricular and co-curricular initiatives.

An annual report of this committee shall be made to the President and Provost by the end of May.

1.5 ADVISORY COUNCILS

1.5.1 Animal Use & Care Advisory Council

The Animal Use & Care Advisory Council is appointed by the President. The composition and duties of the Animal Use and Care Advisory Council shall agree with those described in United States Department of Agriculture, Animal and Plant Health Inspection Service regulation 2.31. This council shall be composed of two faculty members, one staff member, and one veterinarian from the greater Salina area community who is not directly affiliated with Kansas Wesleyan University (except as a member of this committee) nor is a member of the family of any employee of Kansas Wesleyan University. The duties and responsibilities of the council shall include the supervision of the acquisition and use of all animals being used by employees of Kansas Wesleyan University for instruction, research, or other professional activities, the inspection of the housing conditions of all animals that are acquired, and the keeping of appropriate records to document these activities.

The council is to provide regular reports at the Faculty meetings at least once each semester.

1.5.2 Emergency Management Program Advisory Council

This council shall be composed of the KWU Director of the Emergency Management Program as the Chair, Executive Vice President for Advancement and University Operations (or designee), and may include one senior student from the Emergency Management or Criminal Justice programs, and members of the greater Salina community that represent the city, fire service, law enforcement, hospital, non-profit agencies, and the private sector.

The duties and responsibilities of the EMPAC shall include advising, assisting, reviewing, and providing feedback on emergency management issues, planning, and policies.

The council is to provide regular reports at the Faculty meetings at least once each semester.

1.5.3 Institutional Review Board for the Ethical Treatment of Human Subjects (IRB)

The IRB is appointed by the President. The IRB is an administrative body established to protect the rights and welfare of human research subjects recruited to participate in research activities conducted under the auspices of KWU, in accordance with the Federal Policy for the Protection of Human Subjects (45 C.F.R. 46). This committee shall consist of one faculty member from each of the divisions and one member who is not otherwise affiliated with the university. All members are required to be trained every three years in ascertaining the acceptability of proposed research in terms of institutional commitments and regulations, applicable law, and standards of professional conduct and practice. Membership is therefore ideally a rotating three-year term. Oversight for IRB activities is the responsibility of the Provost or another authorized institutional individual as appointed by the President. The responsibilities of the IRB shall include the review and approval of research proposals involving the use of human subjects and the keeping of appropriate records to document these activities. The IRB may, in its discretion, invite individuals with competence in special areas to assist in the review of issues that require expertise beyond or in addition to that available on the IRB, but

these individuals do not vote.

The council is to provide regular reports at the Faculty meetings at least once each semester.

1.5.4 Nursing Advisory Council

The Nursing Advisory Council (NAC) is an advisory body appointed by the President with advice from the Provost and Chair of the Nursing Education & Health Sciences Division. The purpose of the Nursing Advisory Council is to advise the nursing education program at Kansas Wesleyan University on the resources available and experiences available in the community to prepare the KWU student to become a baccalaureate-prepared professional nurse. Also, it provides a venue for the nursing education program to communicate the educational needs of the students in the nursing education program. It is through this purpose that this community of interest influences the mission, services, and graduates of the KWU program. A complete membership roster is on file in the Nursing Education & Health Sciences Division.

The council is to provide regular reports at the Faculty meetings at least once each semester.

1.5.5 Social Work Advisory Board

The Social Work Advisory Board (SWAB) is an advisory board appointed by the President with advice from the Provost. It is comprised of the Provost, members of the community engaged in the various disciplines of social work, KWU faculty members from the Behavioral Sciences and Human Services Department, and the President as ex-officio. The Director of the Social Work program will act as Chair, unless otherwise designated by the Provost. This body will work collaboratively with the Provost to advise on current and future trends, and needs in social work practice, promoting the KWU mission, and supporting the goals of the broader social work community. The recommendations of the Social Work Advisory Board are shared with the Behavioral Sciences and Human Services Department and the Social Sciences Division for improvement of the overall Social Work Program at KWU.

The board is to provide regular reports at the Faculty meetings at least once each semester.

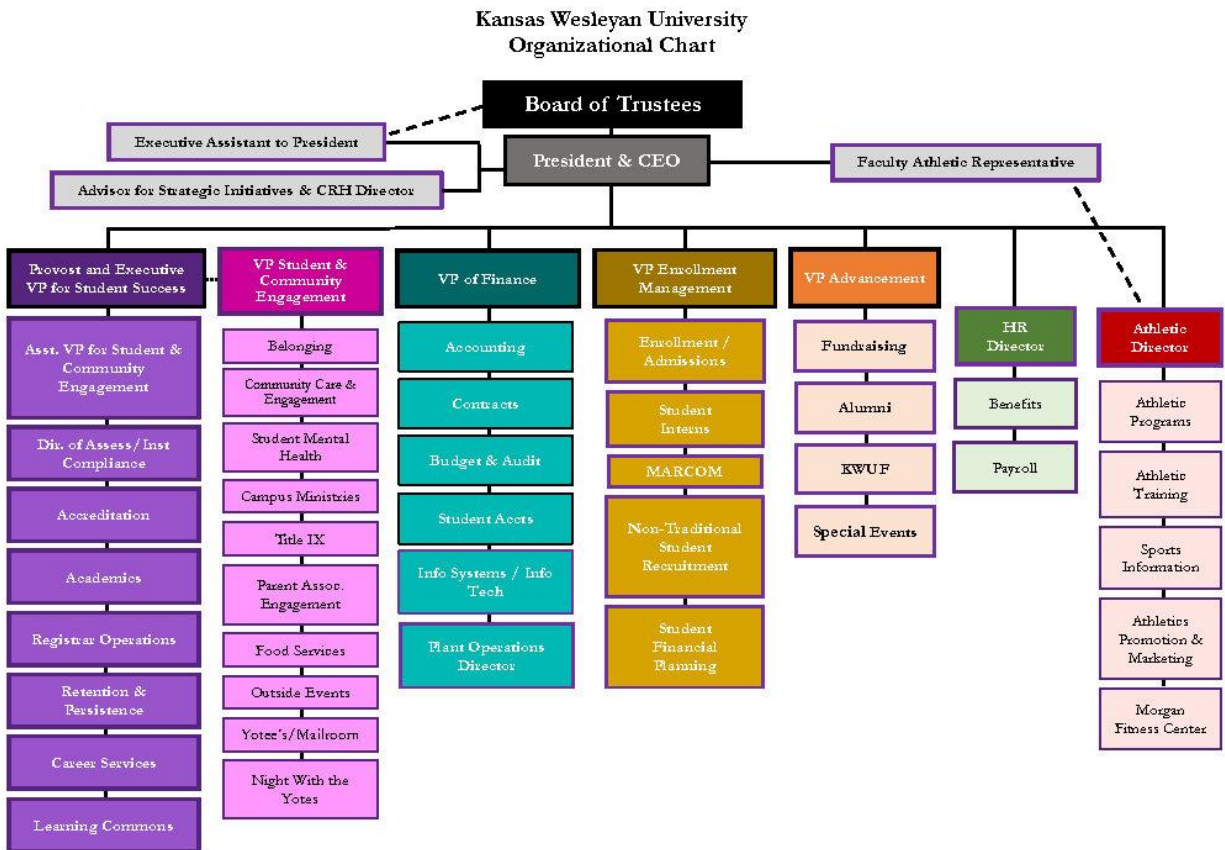
1.5.6 Teacher Education Advisory Council

The Teacher Education Council (TEC) is an advisory body appointed by the President with advice from the Chair of the Teacher Education Department. It is comprised of the Chair of the Teacher Education Department as chairperson, Teacher Education faculty members, two KWU faculty members from other academic areas, two KWU students (one elementary major and one secondary education minor), who have been fully accepted into the Teacher Education Program, three area teachers (one elementary, one middle school, and one high school), and two area school administrators and one community member. This body will advise the Chair of the Teacher Education Department on education issues in the KWU Teacher Education Program. In addition, the Teacher Education Council will give input to issues relating to the Teacher Education Unit. The recommendations of the Teacher Education Council are shared with the Teacher Education Department, Division, and Unit for improvement of the overall Teacher Education Program.

The council is to provide regular reports at the Faculty meetings at least once each semester.

REFERENCE DOCUMENT B

KANSAS WESLEYAN ORGANIZATION CHART



6-17-2026

REFERENCE DOCUMENT C

INTELLECTUAL PROPERTY POLICY

Document Summary: This document specifies whether works created by faculty are owned by faculty or are owned by the University.

Kansas Wesleyan University Intellectual Property Policy

SECTION 6

Background

The University has a responsibility for and an interest in the advancement of scientific knowledge and creative work that will enhance its educational, research and service missions and benefit the public it serves. The purpose of this policy is to encourage the development of Intellectual Property for the best interest of the public, the creator of the Intellectual Property, the University, and the research sponsor; to provide timely disclosure and protection of Intellectual Property whether by development, commercialization, or publication, or any combination thereof; to allow employees of the University maximum scientific and professional freedom with respect to the method of disclosure and publication of their findings, consistent with any contractual obligations of employment or sponsored research; to provide procedures for the protection of University Intellectual Property through patents, copyrights and trademarks, and for the licensing of University Intellectual Property for commercial application, for the benefit of the public.

SECTION 7

Policy

The Office of the President will assist with all legal matters relating to intellectual property, will help secure protection for the University's intellectual property when appropriate, and will monitor infringements. The Office of the President will maintain central databases and files of patent applications, issued patents, copyrights, licenses and agreements; coordinate in negotiating and preparing license and other agreements. The Office of the President will review and approve all agreements relating to intellectual property.

This policy is applicable to all persons employed by the University and any persons using the University facilities under the supervision of University personnel, including but not limited to visiting faculty and adjunct faculty, unless special terms for management of the work of such individuals are negotiated by the University.

SECTION 8

Definitions

- 3.1 Intellectual Property: Collectively, all forms of intellectual property including but not limited to Inventions, Copyrightable Works, Trademarks, and Tangible Research Property.
- 3.2 Invention: A process, method, discovery, device, plant, or composition of matter, or other invention that reasonably appears to qualify for protection under the United States patent

law, whether or not actually patentable. An Invention may be the product of a single inventor or a group of inventors who have collaborated on a project.

- 3.3 Copyrightable Work: An original work of authorship which has been fixed in any tangible medium of expression from which it can be perceived, reproduced, or otherwise communicated, either directly or with the aid of a machine or device, such as books, journals, software, computer programs, musical works, dramatic works, videos, multimedia products, sound recordings, pictorial and graphical works, etc. A Copyrightable Work may be the product of a single author or a group of authors who have collaborated on a project.
- 3.4 Trademark: A graphic symbol, distinctive word, word combination, or design that distinguishes and identifies the goods and services of one party from those of another, such as names or symbols used in conjunction with plant varieties or computer programs.
- 3.5 Tangible Research Property: Tangible items produced in the course of research including such items as biological materials, engineering drawings, integrated circuit chips, computer databases, prototype devices, circuit diagrams, and equipment. Individual items of Tangible Research Property may be associated with one or more intangible properties, such as Inventions, Copyrightable Works and Trademarks. An item of Tangible Research Property may be the product of a single creator or a group of individuals who have collaborated on a project.
- 3.6 University: Kansas Wesleyan University and any of its auxiliary components.

SECTION 9

Management of Inventions

Inventors shall be permitted maximum freedom with respect to their Inventions, consistent with any obligations to the University. All University employees are required to abide by their obligations and those of the University under research agreements with sponsors.

- 4.1 An Invention resulting from activities related to an individual's employment responsibilities and/or with support from University-administered funds, facilities or personnel shall be owned by the University.
- 4.2 An Invention unrelated to an individual's employment responsibilities that is developed on his or her own time without University support or use of University facilities is not owned by the University.
- 4.3 Ownership of an Invention developed in the course of or resulting from research supported by a grant or contract with the federal government (or an agency thereof) or a nonprofit or for-profit nongovernmental entity, shall be determined in accordance with the terms of the sponsored grant or contract, or in the absence of such terms, shall be owned by the University.

SECTION 10

Management of Copyrightable Works

Kansas Wesleyan University encourages the preparation and publication of Copyrightable Works that result from teaching, research, scholarly and artistic endeavors by members of the faculty, staff, and student body of the University. Authors shall be permitted maximum freedom with respect to their Copyrightable Works, consistent with the obligations to the University.

Copyrightable works may be created under a variety of circumstances and conditions which impact the ownership and subsequent management.

Intellectual property unrelated to the individual's employment responsibility that is developed on an individual's own time and without university support or use of university facilities is the exclusive property of the creator and the university has no interest in any such property and no claim to any profits resulting from that.

- 5.1 Books, Articles and Similar Works: In keeping with academic tradition, and except to the extent required by the terms of any funding agreement, the University does not claim ownership to pedagogical, scholarly or artistic works, regardless of their form of expression. Such works include but are not limited to faculty-prepared works such as textbooks, course materials and refereed literature. Such works include those of students created in the course of their education, such as dissertations, papers, and journal articles. Furthermore, the University claims no ownership in popular nonfiction, novels, poems, musical compositions or other works of artistic imagination that are not works for hire (see 5.2 below). If title to copyright in works defined within this section vests in the University by law, the University will, upon request and to the extent consistent with its legal obligations, convey copyright to the authors of such Copyrightable Works. If a faculty member retains title to copyright in teaching or course materials that are not works for hire (see 5.2 below), such as class notes, curriculum guides and laboratory notebooks, the University shall retain a royalty-free right to use the materials for educational purposes.
- 5.2 Institutional Works: The University shall retain ownership of Copyrightable Works created as institutional rather than personal efforts, that is, created for institutional purposes in the course of the creator's employment, including but not limited to simultaneous or sequential contributions over time by numerous faculty, staff or students. For instance, work assigned to programmers is Institutional Work or "work for hire" as defined by law, as is software developed for University purposes by staff working collaboratively. Brochures, training programs, CD-ROMs, videos, and manuals for which staff members are hired to develop are other examples of Institutional Works, or work for hire. The University owns all right, title and interest in such Institutional Works.
- 5.3 Works Developed with Significant Use of Resources: Copyrightable Works that are not works for hire (see 5.2 above) but are works that are developed with integral and significant use of funds, space, hardware, or facilities administered by the University, where use was essential and substantial rather than incidental, shall be owned by the University. Furthermore, Copyrightable Works that are not works for hire (see 5.2 above) but are works that are developed in the course of or resulting from research supported by a grant or contract with the federal government (or an agency thereof) or a nonprofit or

for-profit nongovernmental entity, or by a private gift or grant to the University, shall be determined in accordance with the terms of the sponsored grant or contract, or in the absence of such terms and to the extent consistent with copyright law, shall be owned by the University as the administrator of the grant or contract. The University recognizes and affirms the traditional academic freedom of its faculty and staff to publish pedagogical, scholarly or artistic works without restriction. In keeping with the traditional notions of academic freedom, the University will not construe the provision of offices or library facilities as constituting significant use of University resources, except for those instances where the resources were furnished specifically to support the development of such Copyrightable Works. The works created during a sabbatical leave are the property of the creator.

- 5.4 Authors of Copyrightable Works that are not owned by the University, or any of its components, own the copyrights in their works and are free to publish them, register the copyright, and to receive any revenues which may result there from.
- 5.5 Authors of Copyrightable Works that are not works for hire (see 5.2 above) but are works that are owned by the University under paragraph 5.3 shall promptly disclose to the President any work of authorship covered by this regulation (including those made under sponsored research or cooperative arrangements). Disclosure shall be made in writing to the president.
- 5.6 If the University wants to commercialize and/or license intellectual property, a separate legal agreement will be drawn up between all parties involved regarding the distribution of income generated from it.
- 5.7 Inventors and authors may receive up to fifty percent (50%) of any equity or other nonmonetary consideration in which the University has a legal claim.

SECTION 11

Trademarks

In most situations, a Trademark identifies an item of intellectual property, such as a computer program or a plant variety. In other situations, a Trademark identifies an educational, service, public relations, research or training program of the University. The University owns all right, title and interest in Trademarks related to an item of Intellectual Property owned by the University, or to a program of education, service, public relations, research or training program of the University. All income from the licensing of a Trademark shall belong to the University as applicable.

SECTION 12

Tangible Research Property

- 7.1 The University owns all right, title and interest in Tangible Research Property related to an individual's employment responsibilities and/or developed with support from University administered funds, facilities, equipment or personnel.
- 7.2 For purposes of management of the asset, Tangible Research Property shall be managed

as an Invention under section 4, with distribution of income from the distribution or commercialization of such Tangible Research Property made in accordance with paragraph 5.6.