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## **DD. Academic Affairs**

### **1. General Topics.**

**1.1. Purpose.** To set forth policies applicable to academic affairs.

**1.2. Establishment of Regulations.** The administration, working with faculty within the structure of shared governance, shall establish regulations and procedures addressing matters of Academic Affairs. This includes promotion and tenure, personnel matters specific to faculty, academic freedom, faculty responsibilities, and development and assessment of academic programs and any other relevant matters.

Regulations shall be consistent with Board policies, applicable laws, and regulations and be fair and equitable. Administration should review and revise as frequently as appropriate to ensure we are following best practice, current legal requirements, and meeting the needs of Washburn. Until such time new regulations and procedures are established, the administration shall use the Faculty Handbook. There will be separate regulations and procedures related to the management and operations of Washburn Institute of Technology Academic Affairs and Instructors.

**1.3. Structure of Academic Affairs.**

**1.3.1. Provost/Vice-President of Academic Affairs.** The Provost/Vice-President of Academic Affairs ("**Provost**") reports to the President and shall supervise and coordinate all academic programs. This includes the performance review of Academic Deans for all major academic units (major academic unit as defined in Section 7.19 of the Introduction and Definitions to the Board Policies).

**1.3.2. General Faculty.** The General Faculty shall consist of the President, Vice Presidents, Deans, Librarians, and those members of the University with the rank of Lecturer on a full-time annual contract, Assistant Professor, Associate Professor, or Professor and other persons appointed by the Board.

**1.3.2.1.** The General Faculty has the authority to recommend to the President, who shall transmit to the Board of Regents with their recommendation, matters including:

- Changes in graduation requirements
- New degrees
- New majors or academic programs
- Elimination of existing degrees or major programs

- Creation of new academic departments
  - General Faculty shared governance
- 1.3.2.2.** The Faculty Senate is authorized to act as the agent of the General Faculty on matters listed in this Policy (1.3.2.1).
- 1.3.2.3.** The Faculty Senate is authorized to speak on behalf of the General Faculty regarding matters described in the Faculty Senate Constitution.
- 1.3.2.4.** The Board will approve adoption and amendments to the Faculty Senate Constitution.

## **2. Tenure.**

**2.1. Statement on tenure.** The awarding of tenure to a faculty member is a critical point in the member's relationship with Washburn University. Tenure is a means to certain ends; specifically: (1) academic freedom pertaining to teaching, research, and extramural activities and (2) a sufficient degree of economic security to make the profession attractive to individuals of ability. Academic freedom, economic security, and tenure are indispensable to the success of Washburn in fulfilling its obligations to its students, to society, and to the University continuing its reputation of excellent teaching faculty. Not only does tenure recognize the worth of the individual and that person's contribution to the University community, but tenure and the promotion processes are the means by which the quality of the faculty is maintained and improved. The added prestige and recognition that promotion and tenured status confer on an individual are essential to the moral and lustre of Washburn's faculty and the University.

- 2.1.1.** Tenure is granted by the Board of Regents who is the final step in the tenure review process.
- 2.1.2.** The review of candidates for tenured appointments must be careful and deliberate at all stages of review.
- 2.1.3.** Criteria for tenure must include teaching, scholarship (research), and service (community and professional). Normally, the granting of tenure is only for individuals with a terminal degree.

## **2.2. Termination for Cause.**

- 2.2.1. Amendments.** The Board shall approve any changes to any regulation or procedure related to termination for cause of a tenured faculty member.
- 2.2.2. Procedure.** The administration shall establish a process for terminating a tenured faculty member “for cause”. That process

shall include the following elements:

- 2.2.2.1.** Written notice of the intent to terminate provided to the faculty member
  - 2.2.2.2.** The opportunity for the faculty member to have the matter heard by a committee made up of tenured faculty members appointed by faculty. The committee hearing the matter shall make a recommendation as to whether the faculty member should be terminated.
  - 2.2.2.3.** The Provost and committee's recommendation shall be presented to the President, and the President shall consider such recommendations prior to making a final determination whether to terminate the faculty member.
  - 2.2.2.4.** The faculty member shall be able to appeal the President's determination to the Board of Regents.
- 3. Academic Freedom.** Washburn University strives to promote the search for truth and its free exposition and thus to provide the best education possible for its students. Academic freedom is for the furtherance of these purposes and applies both to teaching and research. Freedom in research is fundamental to the advancement of law and fact. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. Academic freedom carries with it duties correlative with the rights.
  - 3.1.** The faculty member is entitled to full freedom in research and in the publication of the results subject to performance of other academic duties, but research for pecuniary return should be based upon University policy as stated in the Faculty Handbook.
  - 3.2.** Faculty are entitled to freedom in the classroom in discussing their subjects and must exercise professional judgment in selecting the material they wish to use.
  - 3.3.** The Washburn University faculty member is a member of a learned profession and an academic member of an educational institution. When the faculty member speaks or writes as an individual, the faculty member is free from institutional censorship or discipline. As a person of learning, the faculty member must remember that the public may judge the profession and Washburn University by the faculty member's utterances. Hence, the faculty should at all times endeavor to be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should avoid indication that the faculty member is an institutional spokesman unless so designated.