

# Impact Statement for Policy 4.6.1

## Attachment B

### Policy Development and Review History

#### Background

During the comprehensive review conducted in response to our reaffirmation of our SACS accreditation, we discovered that EKU had minimal policies or guidelines regarding faculty qualifications. In fact, it amounted to two sentences in the Faculty Handbook: **“Eastern Kentucky University adheres to the credential guidelines as stated by the Southern Association of Colleges and Schools (SACS) in the hiring of full- and part-time faculty. The expectation is that individuals will have a minimum of 18 graduate hours in the discipline they will be teaching.”**

EKU had, therefore, adopted de facto the SACS guidelines. Since EKU adopted this stance, SACS has undergone a transformation and the expectations for faculty qualifications have grown stronger. The instructions for completing the faculty roster that is submitted to SACS state: **“it is expected that the institution will provide information that justifies and documents each faculty member’s *qualifications relevant to the specific courses they are assigned to teach*. For faculty teaching interdisciplinary courses, it is expected that the institution will provide information that justifies and documents the faculty member’s qualifications relevant to the disciplines that are components of the course”** (emphasis added).

SACS has also made it apparent that it expects institutions to develop their own policies (rather than rely on SACS guidelines) and to abide by those policies. Therefore, EKU began work on its policy.

#### Policy Development

In fall 2006, Dr. Aaron Thompson and Dr. Sherry Robinson created a draft policy. This draft policy was submitted **as an initial draft** to SACS as part of the University’s documentation that it had begun the process of creating its own policy. This draft policy used the SACS guidelines as a starting place, adding to or changing the guidelines as appropriate to EKU. The policy also establishes procedures for ongoing compliance and for maintaining appropriate and adequate documentation in faculty files.

#### Policy Review

- 1) The Provost Council reviewed the policy over several sessions. During this review, the draft policy was sent to:
  - a) the chairs via the Chair of Chairs (April 25, 2008). Feedback from chairs/departments was sent to Special Assistant to the Provost, Sherry Robinson, and changes were made to some language and to some of the criteria.
  - b) the Faculty Senate (May 5, 2008 regular meeting). Input was requested and a couple of comments/suggestions were sent to Sherry Robinson.
- 2) After input was considered and incorporated into the policy draft, the **Provost Council endorsed** the policy on July 9, 2009 and requested that endorsement be sought by the Deans and by Faculty Senate.
- 3) The **Deans have endorsed** the policy.
- 4) The policy was distributed at the Executive Committee of Faculty Senate on August 25, 2008. A question was raised concerning Teaching Assistants. Vice Chair John Taylor, Senator Paula Kristofik, and Sherry Robinson met on September 17 to address the question and the policy was brought back to the Executive Committee on September 22.
- 5) The policy is now presented to the Faculty Senate.