



Michael T. Stephenson

Dear members of the SHSU faculty,

Today, I write to follow up on [my correspondence to you on November 12th](#) about the revision of four important academic policies. There are three elements in this email: the appointment of the working group, a timeline, and a request for faculty input.

Working Group Representatives

I am pleased to appoint the following individuals to the academic policy working group:

Jennifer J. Didier, Professor and Interim Department Chair, Kinesiology
Nancy Baker, Associate Professor, History
Aaron Brown, Assistant Professor, Theatre and Musical Theatre
Kenneth B. McIntyre, Professor, Political Science
Sarah Kerrigan, Professor and Chair, Forensic Science
John B. Pascarella, Professor and Dean, College of Science and Engineering Technology

The working group, convened by Chad Hargrave, Associate Provost for Research and Sponsored Programs and Chief Research Officer, will recommend fresh revisions to the four policies specified in my November 12 communication.

Timeline

To get these policies completed by the end of the spring semester, we must operate on a tight timeline. The feedback I have received suggests a real need to have these finalized by the end of the spring semester for implementation in the fall 2022.

Here is the timeline:

The working group will provide a draft of revised policies to me by March 1, 2022. After that, I will convene open forums for faculty while also soliciting feedback from Faculty Senate, Council of Deans, and the Council of Chairs.

Before spring break, I will send all feedback to the working group and ask them to determine if additional revisions are warranted. The final drafts are due to me by April 4. These drafts will be circulated to campus, and we will follow our typical procedure for policy review. The process will be completed by May 4.

Though this is an aggressive timeline, I believe this is doable. The sentiment for getting these finalized is strong, and thus, I am hopeful that we can accomplish this very important task in the course of one semester. If they cannot be finalized by next May, the work will be delayed to fall 2022 and the earliest the policies would go into effect is fall 2023.

Faculty Feedback

The Faculty Senate and I agree that faculty input is essential from the outset. Therefore, I encourage you to participate in the process.

As a starting point, I ask you to provide your thoughts on each policy to be reviewed. You can [click here](#) to access the Qualtrics form where comment boxes are provided for each policy. No identifying information will be collected in Qualtrics.

This link will remain open until January 7. I will be providing the working group with your feedback in weekly intervals beginning this Friday, so they can begin considering faculty sentiment.

Plans for Non Tenure Track Faculty

It is important to note that we have received multiple comments from our non tenure track colleagues that their voice is not included in the existing process. I agree. In fact, I maintain that the issue is much bigger than just policy. This needs to change – and yet it seems the process for revising policy does not allow near enough time and space to adequately address all the issues. In the spring, we will begin having this long and overdue conversation on campus. Until we gather, I welcome hearing your thoughts and ideas.

Sincerely,

Michael T. Stephenson
Provost and Senior Vice President for Academic Affairs

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