

A RESOLUTION OPPOSING EMPORIA STATE UNIVERSITY'S FRAMEWORK FOR WORKFORCE MANAGEMENT AND COMMENDING THE ADMINISTRATION OF WICHITA STATE UNIVERSITY

Whereas, institutions of higher learning are instituted for the common good and the common good depends on the free search for truth and knowledge, which in turn depends upon the right of academic freedom guaranteed by tenure; and

Whereas, the Kansas Board of Regents extended the term of the COVID-19 Exception to its policy on Suspensions, Terminations, and Dismissals (Chapter II, Section C., Paragraph 6.b) until December 31, 2022; and

Whereas, on September 14, 2022, the Board of Regents approved Emporia State University's Framework for Workforce Management, which was created to take advantage of this temporary policy; and

Whereas, on September 15, 2022, the administration of Emporia State University began the process of terminating approximately 30 tenured and tenure-track faculty members, bypassing existing policies related to reduction of force, tenure, due process, transparency, and shared governance; and

Whereas, no other Regents university, including Wichita State University, has opted to invoke this policy; and

Whereas, the terminations of tenured and tenure-track faculty members represent an unprecedented, unnecessary, and harmful affront to university shared governance and longstanding standards of faculty employment practices; and

Whereas, the terminations of these faculty members threaten the reputation of all public universities in Kansas, including Wichita State University, impeding the ability to recruit and retain talented faculty members and students in the future; therefore, be it

Resolved, that the Wichita State University Faculty Senate strongly opposes the actions of the administration of Emporia State University and reiterates its support for the faculty of that university; and be it further

Resolved, that the Faculty Senate recommends that Emporia State University reinstate terminated faculty members and rescind its Framework for Workforce Management; and be it further

Resolved, that the Faculty Senate encourages the Kansas Board of Regents to allow the COVID-19 Exception to its policy on Suspensions, Terminations, and Dismissals to expire and to refrain from implementing any similar policy in the future; and be it further

Resolved, that the Faculty Senate commends President Richard Muma and the administration of Wichita State University for their respect for faculty, tenure, academic freedom, and shared governance, and for their decision not to pursue a similar workforce management strategy.