

PROPOSED *FACULTY MANUAL* AMENDMENTS (SPRING 2023)

FINAL TEXT

To Be Presented to the Faculty Senate on

UPDATE (January 17, 2023): Amendment #1 was the subject of continued debate at Faculty Senate meetings through into January 17, 2023. At that time, I presented yet another revision following *Faculty Manual* Committee and Provost review—the final revision of the proposed amendment—based on Qualtrics feedback received subsequent to the December 13, 2022 Senate meeting. This latest request for feedback yielded five related substantive comments: two in support of the text presented at the December Senate meeting, and three others—two of which addressed the same topic. The *Manual* Committee reviewed

EXPLANATION:

Deans usually—though not always—are

community service, and health care; and interpretations of the norms for the specific circumstances of that College, School, or Library, or for a Department within that College, School, or Library.

~~The University Committee on Academic Rank and Tenure reviews new or revised standards, relative weightings, and interpretations to ascertain that they are consistent with this _____, and makes recommendations to the Provost.~~ New and revised processes and

ITEM #2C – REVISED

REVISED/FINAL PROPOSED AMENDMENT AND EXPLANATION

TENURE-TRACK AND FULL-TIME NON-TENURE-TRACK FACULTY: Sec. III.E.4. (p.17)

2021 FACULTY MANUAL

PROPOSED AMENDED TEXT

ORIGINAL PROPOSED AMENDMENT

processes. (d) Add health care. (d) For location of approved P&T documents, substitute Provost's website for the websites of " College, School, or Library." Eventually, the Provost's website will be the official location of these documents, and colleges/schools/library/

<p>academic center or institute.</p> <p>Faculty appointments The primary appointment must be awarded using the procedures in Sec. III.B.1. The primary appointment will be listed first in the title for such a faculty member, but the Center or Institute will also be given (e.g., Adjunct Associate Professor of History in the Center for Interdisciplinary Studies).</p> <p>Workload associated with faculty affiliation in academic centers or primary appointment.</p>	<p>Faculty appointments must be awarded using the procedures in Sec. III.B.</p> <p>Workload associated with faculty affiliation in academic centers or institutes is addressed in the academic unit of the faculty member's primary appointment.</p>
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EXPLANATION:
The revisions to this section of the align it with the incorporating text from that policy as applicable.
(1)

ITEM #4 – NO REVISIONS

TENURE-TRACK AND TENURED FACULTY: Sec. III.D.1. (p. 12 Paragraph 2) Service Beginning and Probationary Start Date

ITEM #5 – NO REVISIONS

ADVANCEMENT APPLICATIONS: Sec. III.E.1 (p. 15) (1) Acknowledgement of Department Committee and (2) Requirement of Acknowledgement of Early P&T Applications

2021 *FACULTY MANUAL*

PROPOSED AMENDED TEXT

Application for advancement—whether for promotion, for tenure, or for both—is the responsibility of the faculty member. Applications for

ITEM #6 – NO REVISIONS

GENERAL NORMS FOR APPOINTMENT AND ADVANCEMENT: Sec. III.F.2. Assistant Professor (p.19) Time in Rank for Promotion from Instructor to Assistant Professor; (2) Sec. III.F.3.a Associate Professor (p. 19); Sec. III.F.4.a Professor (p.20) # applications for promotion and/or

2021 FACULTY MANUAL

2. Assistant Professor

Appointment to the rank of Assistant Professor presupposes the qualifications for the rank of Instructor and the following qualifications in addition:

- a. A faculty member is expected to complete five years at the rank of Instructor before applying for promotion to Assistant Professor. Exceptions to this norm include authorized credit for previous faculty appointment(s) at comparable institutions, Provost-approved promotion and tenure guidelines of individual units, and early achievement of applicable standards.
- b. ~~a~~-Possession of the doctorate, or of the terminal degree ordinarily required for teaching and research in the faculty member's discipline. An exception may be made to this requirement, in rare and unusual circumstances, if all the following are demonstrated: the practical impossibility for the faculty member in question to obtain the doctorate or terminal degree; exceptional value in the educational program of the University; and a record of distinguished and recognized service in one of the professions.

Renumber subsequent paragraphs!

PROPOSED AMENDED TEXT

2. Assistant Professor

Appointment to the rank of Assistant Professor presupposes the qualifications for the rank of Instructor and the following qualifications in addition:

- a.

3. Associate Professor

Appointment or promotion to the rank of Associate Professor and the granting of tenure

ITEM 7 – REVISED

REVISED/FINAL PROPOSED AMENDMENT AND EXPLANATION

RESPONSIBILITIES OF FACULTY MEMBERS: Sec. III.G. (p. 20) Reference to University *Faculty Workload Policy*

2021 FACULTY MANUAL

PROPOSED AMENDED TEXT

Teaching assignments, advising duties, and basic expectations for research, ~~and~~ service, administration, and clinical work ~~expectations~~ for full-time of

ORIGINAL PROPOSED AMENDMENT AND EXPLANATION

RESPONSIBILITIES OF FACULTY MEMBERS: Sec. III.G. (p. 20) Reference to University *Faculty Workload Policy*

2021 FACULTY MANUAL	PROPOSED AMENDED TEXT
<p>Teaching assignments, advising duties, and basic research and service expectations for full-time faculty members are established by the faculty member's Department Chairperson or comparable administrator in accordance with College or School norms and subject to review by the appropriate Dean.</p> <p>The University <i>Faculty Workload Policy</i> defines the nature of faculty work, including its responsibilities and the distribution of those responsibilities in any academic term or year. It also outlines the process by which faculty workload assignments are made and approved.</p>	<p>The University _____ defines the nature of faculty work, including its responsibilities and the distribution of those responsibilities in any academic term or year. It also outlines the process by which faculty workload assignments are made and approved.</p>

EXPLANATION:

The purpose of this amendment is to incorporate a general reference to the University _____ . It substitutes the proposed text

~~The role of the chairperson is to direct and supervise the hearing process, participate in the deliberations of the Committee, and ensure, insofar as possible, that following the hearing, the Committee delivers a thoughtful, clearly articulated decision within ten (10) working days.~~

The Faculty Senate President randomly selects the other two members of the Committee by lot. ~~The remaining two members of the Committee will be chosen by lot from the panel by the Faculty Senate President~~ from the remaining standing panel members in the

The Faculty Senate President and the Provost jointly select a standing panel of ten (10) faculty ~~well-qualified, tenured~~, serving staggered five-year terms, from which three (3) voting members will be selected to form an _____ Judicial Committee.

~~Panelists will receive appropriate training through workshops given by the University's legal counsel and a representative of the AAUP subsequent to their appointment so that they will be prepared to serve as committee members when called upon.~~

The Faculty Senate President selects the chairperson of the Judicial Committee from the members of the standing panel; the chairperson ~~The chairperson of the _____ Judicial Committee will be chosen by the Faculty Senate President from the members of the~~

the Committee, and ensure, insofar as possible, that following the

PROPOSED REVISION OF Sec. III.I.5. (2021 *Manual*, p.37, third full paragraph) TO REFLECT CHANGES MADE TO SEC. III.I.7; p.40 (Item #8B)

2021 FACULTY MANUAL

Nonrenewal of Contracts [Paragraph 4]

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. .

~~Panelists will receive appropriate training through workshops given by the University's legal counsel and a representative of the AAUP subsequent to their appointment so that they will be prepared to serve as committee members when called upon. This training will be conducted every five years. In the interim, the University's legal counsel, together with a representative appointed by the Faculty Senate Executive Committee, will provide pertinent training on an as-needed basis.~~

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. .

The Office of the General Counsel, AND, WHEN REASONABLY AVAILABLE, A REPRESENTATIVE OF THE NATIONAL AAUP will conduct appropriate training ABOUT ~~for~~ the hearing process ~~to~~ FOR the panelists.

PROPOSED AMENDED TEXT

Nonrenewal of Contracts

The Office of the General Counsel and, when reasonably available, a representative of the national AAUP will conduct appropriate training aboutpriate

Nonrenewal of Contracts [Paragraph 4]

When a timely appeal is filed, the Professional Relations Committee reviews the case, interviews the principals involved, determines, normally within fifteen (15) working days, whether reasonable grounds exist for believing that the nonrenewal may be in violation of academic freedom, thus warranting the establishment of an Judicial Committee to consider the matter, and notifies the President of the University, the Provost, the faculty member, and the President of the Faculty Senate in writing of the results of its review. If required, an Judicial Committee shall be constituted within five (5) working days under the supervision of the Faculty Senate President.

~~The Judicial Committee will be composed of three (3) voting members selected from a standing panel of ten (10) well-qualified, tenured faculty jointly selected by the Provost and the Faculty Senate President for staggered five-year terms.~~

The Faculty Senate President and the Provost jointly select a standing panel of ten (10) faculty ~~well-qualified, tenured~~, serving staggered five-year terms, from which three (3) voting members will be selected to form an Judicial Committee.

~~Panelists will receive appropriate training through workshops given~~

chairperson ~~The chairperson of the _____ Judicial Committee will be chosen by the Faculty Senate President from the members of the standing panel and; the chair~~ may not be from the College, School, or Library in which the faculty member whose dismissal is sought resides.

~~The role of the chairperson is to direct and supervise the hearing process, participate in the deliberations of the Committee, and ensure, insofar as possible, that following the hearing, the Committee delivers a thoughtful, clearly articulated decision within ten (10)~~

EXPLANATION:

ADDITIONAL INFORMATION: