Summary of proposed revisions to the Faculty Handbook

March 17, 2021

The main purpose for these proposed revisions is to fully incorporate the conditions of employment of term faculty into the Faculty Handbook. The objective was to integrate, as much as possible, the language for both term and tenure-line faculty rather than creating separate sections.

Some of the current Handbook content regarding term faculty was redistributed into other sections containing similar content pertaining to tenure-line faculty. Additional language was added, taking into consideration the recommendations from the Term Faculty Committee. In some instances, this integration resulted in clarification and improvement of the language regarding tenure-line faculty. Most of the changes are to Chapter II Faculty Personnel Matters.

This summary shows some of the major changes proposed. Within the revision document, there are Notes explaining individual changes.

In the summary below, the new proposed section titles are used.

Chapter I University Organization

1.3.3 Colleges and Schools and 1.3.6 Local Academic Units (LAU) and Primary Affiliation state that voting rights are extended to all full-time faculty. Voting rights may be extended to other faculty in the LAU who are not full time.

Chapter II Faculty Personnel Matters

2.1 Faculty Appointments New introductory text replaces language that stated the maximum percentage of faculty with term appointments (25%) and the maximum percentage of term faculty who are on multi-year contracts (35%).

2.1.1 Tenured Appointment New rank-titles for tenured appointments include “without term”.

2.1.3 Term Appointment New rank-titles for some term appointments: “Instructional” replaces “Term”. “Research” and “Clinical” remain. All term appointment rank-titles now include descriptors of the primary focus. All language pertaining to term appointments has been moved to this section, which is intended to parallel language in 2.1.1 and 2.1.2 on tenure-line appointments.
2.2.1 Instructor and Professor of Practice The rank of Professor of Practice is introduced as a subset of Instructors. Instructors and Professors of Practice do not have the terminal degree.

2.3.3 Criteria and Procedures for Appointment, Reappointment, and Promotion of Term Faculty All content in section 2.3.3 has been distributed to other sections and this subsection title is deleted.

2.4 Criteria for Evaluation of Tenured, Tenure-track, and Term Faculty Term faculty are included; the criteria for term faculty promotion to associate or full professor are specified. For all cases of promotion in rank, regardless of contract appointment type, there is emphasis on meeting the standards developed by the LAU.

2.4.3 Service is expanded to include Leadership. The section title is now “Service”.

2.4.4 Administrative Responsibilities is a new subsection that addresses faculty with significant administrative responsibilities, who may be of any contract appointment type.

2.7.3.1 Procedures for Promotion of Term Faculty is a newly numbered subsection specifically for promotion of term faculty. Much of the content comes from the now-deleted 2.3.3.2. The section requires that promotion will be considered by an LAU faculty committee and the procedures be included in the LAU bylaws or standing rules.

2.7.3.2 Procedures for Promotion and Tenure of Tenured/Tenure-track Faculty is a newly renumbered subsection (originally 2.7.3) specifically for tenured and tenure-track faculty promotion. It is now explicit that associate professors without term may request to be considered for promotion to professor without term at any time.

2.12 Department Chairs Search Committees for department chairs must include representatives from among tenured, tenure-track, and instructional term faculty. Petitions to the Dean for removal of a department chair require 2/3rds of all the department’s full-time faculty.

Chapter III Faculty Compensation and Benefits

3.6.1 Study Leave for Tenure-Track Faculty and 3.6.2 Leave Program for Tenured Instructional Faculty have been rewritten to delete involvement by the Provost’s office. The section on study leaves administered by the LAU is deleted because it is now redundant.