

Amendments to the Handbook
February 2018

Legal Language

Page 15, Part Three, Section III on academic freedom. Remove reference to "retirement for age".

Page 26, Part Four, Section V. A. Termination of Contract by retirement. Several references to "retirement for age". "Retirement for infirmity also needs to be removed. Other changes are recommended by University Counsel in this paragraph, which is essentially rewritten.

Page 18. Part Three, Section IV, G. Remove "for medical reasons" and replace with appropriate language.

Page 26, Part Four, Section V. On termination of contract by retirement. Remove reference to retirement "for medical reasons". Replace with appropriate language.

Page 26, Part Four, Section V. On termination of contract by retirement. Remove language for both "for medical reasons" and "for infirmity".

Page 30, Part Four, Section V, G. Termination of Contract for medical reasons and/or 3-year period of disability. Specific time frames are not permitted by law. G needs to be rewritten.

Updated EEO statement

To be consistent with University's EEO statement

Changes to Discrimination Grievance Procedure

Changes in terminology and tightening up the process, recommended by JCU legal counsel

Conflict of Interest in Research

Adds more focus to the statement.

Retirement Plan

Change from "Pension plan"

The charge of the Faculty Handbook Committee

That we elect a chair in the spring after the last election and before Commencement
That the committee continually review so that the Handbook is reviewed every five years