

Second Meeting of Administrators with Faculty Handbook Committee Members
Tuesday, January 31, 2006

The groups agreed on the following dates for this semester's meetings: February 14, February 21, March 21, April 4, and April 25.

Sally Wertheim reported back about the timeline for the budgeting process. A preliminary budget is proposed in December and tuition is set at the December Board meeting. The final budget is approved at the May meeting of the Board.

Bob Kolesar gave a brief review of the history of the Faculty Handbook. An early version appeared in 1953 but it was mainly a hodgepodge of facts, procedures, and flowcharts. It did indicate that future revisions were intended. In 1962, University President Hugh Dunn, SJ appointed a Faculty Service Committee and issued a new document which mentioned academic freedom for the first time. Simultaneously, Fr. Dunn eliminated the Lay Faculty Council and asked that all faculty, lay and religious, work more closely together. The predecessor of today's handbook was set in place in 1967. It included the faculty contract and incorporated the 1940 AAUP Statement on Academic Freedom. It was voted on by the Faculty and approved for one year. A second vote in 1968 approved the document indefinitely. In 1970 a new version was issued with non-substantial textual revisions. In 1971 Appendix A was added presenting a definition of faculty. A substantially revised edition of the Handbook appeared in 1982. It included further clarification on the definition of faculty, the Faculty Grievance Committee, a discrimination grievance procedure, additional grievance procedures, termination of contract, faculty rights, criterion for tenure, annual faculty evaluation process. In 1985, 1988, 1989 and 1994, Interpretations or amendments were issued, including the 1994 amendment which made service part of the criterion for tenure. A 1995 revision was issued in Word Perfect, added an index, and removed gender specific language from the AAUP's 1940 statement. Amendments were added in 1997 and 1999. In 2006, the Faculty Handbook Committee is in the process of issuing a new textually rectified handbook and updating the index.

Sally Wertheim asked if anyone had any questions to ask about the handbook after their reading. She asked a question about how many times a person could apply for tenure. Bob reported that this was not specified in the Handbook. To the best of his knowledge, the deans and the AVP had made a decision in the past that a person could come up early and apply again. This would be university policy, not handbook policy. This led to a lengthy discussion of the appendices and their place in the handbook. The bottom line is that anything in the appendix is not a part of the Handbook. Any change or clarification to an item in the appendix would have to go through the group or office that initiated the material.

Marcy Milota
Recorder