

Minutes of the meeting of Faculty Handbook Committee on March 16, 2017, at 9:30 p.m. in the Slovak Room of Grasselli Library.

Present: Ruth Connell (chair), Jeff Johansen, Roy Day, Paul Lauritzen and Karen Gygli.

Ruth Connell reported that the next iteration of the UCCG would likely consist of 2 faculty elected through council, 2 staff members, 2 members of the board, and the Provost. In addition the Administration wants to ensure that all governing documents are in line with each other. They are concerned about the following: 1) Are the governing documents aligned? 2) Do any of the governing documents pose possible legal risks? 3) Do the governing documents follow best practices? 4) Is there a cycle of review for these documents? The Administration wants an outside evaluator, and their likely choice is Tom Longin. The Faculty Handbook Committee unanimously recommends that Tom Longin not be the outside evaluator.

In a recent meeting of Dr. Colleran with Ruth Connell the Handbook Committee was counseled to continue our efforts at review and revision of the handbook.

Dean Margaret Farrar arrived at 10:00 a.m.

She indicated that her view of the Faculty Handbook is that it is hard to navigate. She said it was "a crazy document, not a document designed for use." and that "It is in danger of becoming obsolete and causing the university legal problems." She conveyed that there was urgency in conducting a revision. She was critical of the organization of the handbook. The appendices need to be brought into the text of the document. Footnotes need to be removed. It needs to be shorter. It needs to clearly state the governance structure of the university. It does not clearly state what are faculty decisions and what are administrative decisions, a symptom of role confusion. She suggested that we work closely with university legal counsel.

The Handbook Committee reported on progress so far. The amendment on schedule of salary pay was recently passed. We are working on an amendment on voting requirements for changing the handbook to move from a simple majority of those eligible to vote to a supermajority of those voting to improve the ability of the faculty to make changes to the handbook.

After Dr. Farrar left the meeting, the committee discussed plans in the light of her comments. Committee members decided that after the voting amendment is passed, we will first undertake the simple formatting changes (bring material in appendices into the body of the text, remove footnotes, etc.) without changing the content and protections of the handbook. Once the format is corrected, we will attempt to bring the document into legal compliance. Finally, strange provisions of the handbook, such as right of first class travel by passenger ship to attend meetings, will be removed. Many of these changes will require a vote of the faculty.

The meeting adjourned at 10:45 a.m.