

Minutes of the meeting of Faculty Handbook Committee on December 8, 2017, at 1:00 p.m. in the Slovak Room of Grasselli Library.

Present: Ruth Connell, Matt Berg, Mark Waner, Jeff Johansen, Sheri Young, Colleen Treml, Nick Santilli

We agreed to meet next semester at 1:30 on Friday.

We again discussed the Faculty Parental Leave Policy, and agreed that the Faculty Handbook should be amended to accommodate family leaves as they impact the tenure clock. This was a change we hoped to work on in 2018.

Members of the committee expressed an interest in bringing forward the amendment on voting requirements for amendments to the Faculty Handbook. The amendment put forward in spring 2017 had failed by a narrow margin, indicating it had support (a clear majority of those voting). We felt if two requirements were added to the amendment it might pass: 1) a supermajority (60%) of those eligible to vote had to vote for the vote to be considered valid, 2) a supermajority (60%) of those voting had to approve the amendment. We agreed to bring this amendment forward as our first proposal to the faculty in Spring Semester 2018.

We discussed the short tenure clock. Presently, the Faculty Handbook is very clear that if incoming faculty have faculty experience elsewhere (such as a visiting faculty position with teaching responsibilities but no research opportunities), the experience must be counted and the tenure clock shortened. This is problematic for science faculty that must establish their laboratories on arrival and then commence research. They often need the full tenure clock even with their past teaching experience. The handbook should be amended to bring it into line with current AAUP guidelines so that faculty members with different kinds of academic experience (i.e. teaching without research) are not disadvantaged by a shortened tenure clock.

Nick Santilli indicated a need to address the compliance issues in the Faculty Handbook first. He reported back to us that the Board was pleased to hear the FHC had already commenced the review of the Handbook mandated by the board for all governance documents.

Jeff Johansen offered to call up the documents regarding the faculty handbook amendment to amend the voting process for FH amendments and bring it to the committee early in 2018. Sheri Young raised the concern that the need for the amendment was not clear in her mind, and that the need for the amendment needed to be more clearly stated in the proposal.

We decided we will meet January 19, 2017.

We adjourned at 1:55 p.m.