

Summary of Faculty Manual Revisions (most revisions are from the 2019-2020 Faculty Manual)

Section I Changes

Preamble to subsection I.B.1, The Faculty, inserted. Wording taken from 2018-2019 Faculty Manual

New wording inserted to form section I.B.1.a to provide definitions for *category* (academic, library, extension), *track* (tenure track, career track, short term), *rank* (assistant professor, associate professor, professor, regents professor).

Subsection I.B.1.b inserted, replacing subsection I.B.1, concerning Tenure Track

Subsection I.B.1.b.(1), Pre-tenure and Tenure Contracts, inserted; subsection III.C.1 deleted

Subsection I.B.1.c.(1), Contracts (Continuous, Fixed Term, Contingent) for Career Track Faculty, inserted
subsections V.A.1-4 to V.A.4 deleted

Sentences at the end of section I.B.1.c.(1), “Career track faculty may hold continuous, one (1) to five (5) year fixed term (with or without a rolling horizon), or contingent contracts. Career-track faculty may be reappointed upon satisfactory evaluation as measured by annual performance review with the possibility for fixed term contracts to be converted into rolling horizon contracts of up to five (5) years based on college/department needs; a one-year terminal appointment may be given prior to completion of a longer term if the annual review is below satisfactory.”
inserted; corresponding wording from preamble to section V.C.1 deleted.

Subsections I.B.1.c.(2)-(4), Sub-tracks for Academic or Extension Faculty, inserted, replacing subsection V.C.1.

Subsection I.B.1.d, Short-term Faculty, inserted, replacing subsection V.C.2.

Subsections I.B.2-5 are unchanged from the 2019-2020 Faculty Manual.

Section II Observations

Section II is unchanged from 2019-2020 Faculty Manual.

Subsections II.C.1 and II.F.3 already contain subsection V.J.1.

Section III Changes

Sections III.A-B are unchanged from 2019-2020 Faculty Manual.

Title of Section III.C.2 is replaced by “Initial Employment for Tenure Track Faculty” to narrow focus to tenure-track faculty.

Subsection III.C.3, Establishment of Positions for Indefinite-Term Faculty, replaces section V.B.

Subsection III.C.4, Review of Faculty, incorporates wording from section V.E specific to non-tenure-track faculty.

Subsection III.C.4.c, Salary Criteria for Indefinite Faculty, replaces subsection V.E.1.

Language concerning non-tenure-track faculty for subsection III.C.4.d, Annual Review and Salary Increases, replaces subsection V.E.2.

Subsection letter e added for III.C.4.e, Faculty Responses to Annual Review Evaluations.

Subsection letter f added for III.C.4.f, Information sent to the Provost's Office.

Subsection letter g added for III.C.4.g, Merit-Based Salary Increases.

Subsections III.C.4.h,i,j replace subsections III.C.4.e,f,g.

The second sentence of the second paragraph of subsection III.C.5.a is changed from "Consideration for promotion to associate professor is considered in parallel with consideration for tenure except in those cases where a faculty member was hired as an associate professor without tenure." to "For tenure-track faculty, consideration for promotion to associate professor is considered in parallel with consideration for tenure except in those cases where a faculty member was hired as an associate professor without tenure."

Subsection III.C.5, Advancement in Rank, separated from subsection III.C.4.

The last paragraph of subsection III.C.5.a, beginning "Only under extraordinary circumstances...", replaces Section V.D.

Subsections III.C.6-8 were incremented from subsections III.C.5-7.

Subsection III.C.8.d, Unemployment Compensation, replaces subsection V.F.2

Subsection III.C.8.e, Relocation Expenses for Indefinite Faculty, replaces subsection V.B.2

Subsection III.D.2, Leave Accruals for Indefinite Faculty, replaces subsection V.G.1

Subsection III.D.3, Leave Usage and Payoff for Indefinite Faculty, replaces subsection V.G.3

Subsection III.D.4, Academic-Year Faculty, replaces subsection III.D.2.

Subsection III.D.5, Holidays, replaces subsection III.D.3.

Last paragraph of subsection III.D.5, concerning University holidays and indefinite faculty, replaces subsection V.G.2

Subsection III.D.6, Absence, replaces subsection III.D.4.

Subsection III.D.7, Sick Leave, replaces subsection III.D.5.

Subsection III.D.7.e, concerning sick leave for indefinite faculty, replaces subsection V.G.4

Subsection III.D.8, Work-Related Illness or Injury, replaces subsection V.G.5

Subsection III.D.9, Family Medical Leave Act and Medical Leave, replaces subsection III.D.6

Subsection III.D.10, Military Leave, replaces subsection III.D.7

Subsection III.D.11, Leave for Jury Duty, replaces subsection III.D.8

Subsection III.D.12, Leave for Testimony at Trials and Hearings, replaces subsection III.D.9

Subsection III.D.13, Military Leave and Civil Duty for Indefinite Faculty, replaces subsection V.G.8.

Subsection III.D.14, Leave Without Pay, (except for the last paragraph) replaces subsection III.D.10.

The last paragraph of subsection III.D.14 replaces subsection V.G.9.

Subsection III.D.15, Professional Leave, replaces subsection III.D.11

Subsection III.D.16, Retraining Leave, replaces subsection III.D.12

Subsection III.D.17, Professional/Retraining Leave for Indefinite Faculty, replaces subsection V.G.7.

Subsection III.D.18, Leave with Pay, replaces subsection III.D.13

Subsection III.D.19, Emergency Leave, replaces subsection III.D.14, and subsumes subsection V.G.6.

Subsection III.D.20, Suspended Operations, replaces subsection V.I.

Subsection III.D.21, Leave of Absence in Relation to Continuing Employment and to Tenure, replaces subsection III.D.15.

Subsection III.E.1, Non-reappointment, subsumes section V.K.1.

The last paragraph of subsection III.E.2, Resignation, replaces subsection V.K.2.

The last paragraph of subsection III.E.3.a, Financial Exigency, replaces subsection V.K.3.

The table of subsection III.E.3.e, Notice Period, is a duplicate of the table of subsection III.E.1; a reference to subsection III.E.1 is inserted in subsection III.E.3.e.

Subsection III.E.6, For Cause: Unsatisfactory Performance, replaces subsection V.K.6.

Subsections III.F.1, Retirement Age, and III.F.2, Retirement Because of Health Condition, subsume subsections V.L.1 and V.L.2.

Subsection III.F.4, Indefinite Faculty, (concerning retirement) replaces the preamble to Section V.L.

Section IV Observations

Section IV is unchanged, except subsection V.E.3 moved to last sentence of subsection IV.D.1

Section IV.B, Policies on Waiver of Tuition and Fees for Permanent Employees, subsumes section V.H.

Sections IV.F (Intellectual Property), IV.G (Patent Policy), IV.H (Copyright Policy), and IV.K (Faculty Involvement and Residual Rights in Films, Videotapes, and other Instructional Media) subsume subsection V.J.2.

Section V of the previous faculty manual was deleted; Section VI was renumbered as Section V

Notes:

Unresolved: Is “scientific faculty” paragraph at the end of Section III.C.2.b to be removed?

There are references to university organizations whose names required updating (e.g. OGRD)

Section V Moves.

Preamble to section V.A becomes subsection I.B.1.c.(1); last sentence of I.B.1.c.(1) inserted from V.C.1

Subsection V.A.1 becomes subsection I.B.1.c.(1).(a).

Subsection V.A.2 becomes subsection I.B.1.c.(1).(b).

Subsection V.A.3 becomes subsection I.B.1.c.(1).(c).

Subsection V.A.4 becomes subsection I.B.1.c.(1).(d).

Section V.B.preamble and subsections V.B.1 and V.B.3 become subsection III.C.3.

Subsection V.B.2 becomes subsection III.C.8.e.

First two sentences of first paragraph of preamble of subsection V.C.1 become second paragraph of preamble of subsection I.B.1.c.(1).

Remainder of preamble of subsection V.C.1 becomes remainder of preamble of subsection I.B.1.c.(2).

Subsection V.C.1.a becomes subsections I.B.1.c.(2).(a)-(d).

Subsection V.C.1.b becomes subsection I.B.1.c.(3).

Subsection V.C.1.c becomes subsection I.B.1.c.(4).

Subsection V.C.2 becomes subsection I.B.1.d; subsection V.C.2.g deleted.

Section V.D inserted as last paragraph of subsection III.C.5.a.

Subsection V.E.1 becomes subsection III.C.4.c

Subsection V.E.2 becomes subsection III.C.4.d; sentences specific to pre-tenure faculty incorporated in place

Subsection V.E.2 "Faculty Responses to Annual Review Evaluations" becomes subsection III.C.4.e

Subsection V.E.2 "Information Sent to the Provost's Office" becomes subsection III.C.4.f

Subsection V.E.2 "Merit-Based Salary Increases" becomes subsection III.C.4.g

Subsection V.E.3 inserted to last sentence of subsection IV.D.1

Subsection V.F.1 subsumed by subsections III.C.8.a and III.C.8.b

Subsection V.F.2 becomes subsection III.C.8.d

Subsection V.G.1 becomes subsection III.D.2

Subsection V.G.2 inserted as last sentence of subsection III.D.5

Subsection V.G.3 becomes subsection III.D.3

Subsection V.G.4 becomes subsection III.D.7.e

Subsection V.G.5 becomes subsection III.D.8

Subsection V.G.6 subsumed by subsection III.D.19

Subsection V.G.7 becomes subsection III.D.17

Subsection V.G.8 becomes subsection III.D.13

Subsection V.G.9 inserted at end of subsection III.D.14

Section V.H. is covered by provisions of Section IV.B.

Section V.I. becomes subsection III.D.20

Section V.J.1 is covered by provisions of subsections II.C.1 and II.F.3.

Section V.J.2 is covered by sections IV.F, IV.G, IV.H, and IV.K

Section V.K.1 is covered by subsection III.E.1

Section V.K.2 is inserted at the end of subsection III.E.2

First sentence of section V.K.3 is covered by the first sentence of subsection III.E.3.a. Phrase of second sentence of section V.K.3 is changed from "Under the circumstances described in section III.E.3," to "For indefinite and fixed-term faculty," The changed second sentence and the third sentence are inserted at the end of subsection III.E.3.a.

Subsection V.K.4 is covered by subsection III.E.4

Subsection V.K.5 is covered by subsection III.E.5

Subsection V.K.6 becomes subsection III.E.6

Preamble of section V.L becomes subsection III.F.4

Subsection V.L.1 covered by subsection III.F.1

Subsection V.L.2 covered by subsection III.F.2

