

Faculty Handbook Revision Committee
July 15, 2015

Members Present: Nancy Tate, Marc Fried, Randy Pembroke, David Sollars, Laura Stephenson, Cynthia Waskowiak

Discussion: Randy presented some brief edits to the termination procedure version Matt emailed us. He would like to add a couple steps where faculty first meet with their Chair, (if in a School with Chairs; if not, skip this step), then have a meeting with the Dean and Chair if applicable; if no Chair, faculty meets only with the Dean. Next, Randy would meet with the faculty member alone, then have another meeting with him, the Dean, the Chair if applicable, and faculty member to discuss the outcome, which would be dismissal, PIP, or immediate resolution.

We discussed having three processes, for tenure track, tenured, and no tenure track. For the tenure track group, the President is the final stop; the Board of Regents is the last stop for tenured faculty. For faculty who aren't on tenure track, we discussed separating "for cause" terminations from non-reappointment with deadlines. Someone wondered how the ability to negotiate a settlement would fit and Marc explained that we can always negotiate a settlement, as this is about a due process to resolve a termination issue. A PIP, settlement, reassignment, etc. can be done to resolve the situation at any stage in any way. From a legal perspective, the process just requires notice and a right to be heard; we don't need to list the options to resolve.

Next we discussed making clear who a non-reappointment schedule applies to, simplifying the deadlines and that non-reappointment is for any reason. When drafting a schedule and notice deadlines, we need to be cognizant of non-tenure people in a group with tenure track so we don't get de facto tenure. Notice deadlines can also be put in a contract.

Randy will make another edit to the draft procedure to take to Dr. Farley. The conceptual idea is that the process will be similar for tenure, tenure track and non-tenure track but will have different "exits". For non-tenure track, we discussed the Deans/VPAA having the final say since they are the ones that hire those individuals now; it's a different type of positions, search, pay, etc. A non-tenure track faculty would meet with the Dean and could appeal to the VPAA if terminated.

Decisions:

- Randy will make a couple edits to the process and send to Marc and Matt to review.
- Next step will be to meet with Dr. Farley about the draft process for his input.

Next Meeting: August 12, noon, Shawnee Room