

**Faculty Handbook Committee Minutes**  
**Martin Room**  
**April 11, 2018**

**Present:** JuliAnn Mazachek, Nancy Tate, Laura Stephenson, Pat Munzer, David Sollars, Zach Frank, Paul Byrne, Jane Carpenter, Lori McMillan, Shaun Schmidt, Cynthia Holthaus, Alan Bearman, Monica Scheibmeir.

1. Meeting was called to order at 12:00 p.m.
2. **Minutes** from March 28, 2018 were approved
3. Modification to Handbook-Probation and Reinstatement Committee
  - a. Dean of Student Success and Retention or Designee approved to serve on this committee
4. Make-up of TAC committee: Need to determine. It is no longer an arbitration committee
5. Procedures for Non-Reappointment and Termination-Discussion
  - a. Current process is treated the same when tenured and non-tenured. Due process for tenure-track.
  - b. Faculty member does not get terminated by a committee of faculty, the ultimate decision comes from the administration, VPAA and President
    - i. Faculty input along the way
  - c. For tenured faculty, decision could make it to WUBOR for consideration
  - d. Tenure-track discussion
    - i. If faculty member doesn't appeal, President still automatically reviews
      1. Decision final if president agrees
    - ii. President makes recommendations for Promotion and Tenure
      1. WUBOR ultimately approves
    - iii. The only hiring decision WUBOR makes is the President
  - e. Revised Termination Process Discussion (Page 2)
    - If situation is resolved, process is complete and concludes. If no resolution, proceed to Step 1.
    - Step 1: VPAA will make decision to accept or modify.
    - Step 2: Faculty member has the right to appeal
      - Appeal goes to TAC (Termination Appeal Committee)
        - TAC hearing, if what TAC and VPAA decide is in agreement, the decision is final and the process ends.
          - If not in agreement, VPAA can still modify her decision to accept TAC decision

- VPAA must make determination within 7 days from receipt of TAC's recommendation
    - It becomes the decision adopted. Process ends.
  - Step 3: If VPAA and TAC committee decisions don't agree and VPAA doesn't accept TAC committee decision, it goes to the President
    - Note: This is termination for cause. Don't issue a terminal contract.
- 6. Plan for moving forward- discussion
  - a. Move forward to Faculty Senate by Fall 2018
    - i. Expect conversation in Faculty Senate
  - b. Marc Fried and JuliAnn Mazachek will make revisions
- 7. **Meeting was adjourned at 1:00 p.m.**