

# **FPAC FACULTY SUBCOMMITTEE PERSONNEL POLICY**

## **PRELIMINARY RECOMMENDATIONS (OVERVIEW)**

- **University Personnel Committee**
  - Original idea: insert UPC into Tenure/Promotion process in order to allow faculty input and awareness from across campus
  - New idea: Keep the idea of a UPC, but instead, the committee would be reconfigured as:
    - A review body that would ensure that departmental policies were regularly viewed and changes made when necessary.
    - An appeals body which would fit within the calendar without delaying it; appeals would be made after the Dean's recommendation was made and the UPC's findings would be delivered to the VPAA before their own deadline.
  
- **Departmental Personnel Committee Makeup/Outside Faculty**
  - Original idea: Makeup consists of continuing faculty members at or above rank of applicant; addition of member outside department
  - New ideas:
    - This boiled down to "no mandates, but clearly defined and readily accessible policies within each department should be made available to all faculty".
    - Both internal-external and external-external reviewers should be an option but not a requirement.
  
- **Criteria for Evaluating Candidates (Scholarship, etc.)**
  - Original ideas:
    - Five listed criteria for dossier – the first three explicitly and the last two more implicitly (no specifics)
      - Scholarship
      - Teaching
      - Service
      - Mastery of subject
      - Continuing growth
    - Use of Boyer's philosophies to expand the concepts of scholarship.
    - Language that suggests post-tenure review.
  - New ideas:
    - The three main criteria would be considered by all departments with mastery of subject being demonstrated through C.V. and departments deciding on whether or not to list continuing growth as being an

option as a fourth category within the dossier or again demonstrated through the C.V.

- Allow department autonomy -- let each academic unit decide what place, if any, Boyer activities are to have in its definition of "scholarship."
- Language suggesting the possibility of post-tenure review will be excised.

- **Tenure Calendar**

- Original idea:
  - Reviews in years 1/2, 2/3-4, 3/5, 4/6-7, 6/Tenure; Yearly calendar would begin with dossiers due on September 1.
- New ideas:
  - Reviews in years 1/2, 2/3-4, 3/5-6, 5/7, 6/Tenure (this would allow candidates a break in year 4 instead of year 5 to focus on research and to address any major issues brought up in year 5 before applying for continuing appointment, as well as ensuring the amount of advance notice unreappointed faculty must receive according to the current contract).
  - Wording will be added to address the option of faculty being renewed for only one year instead of two in years 2 and 3; this was not addressed in the original draft. This option will ensure departments maintain the flexibility to work with faculty who may need improvements in some areas. Spring dates were added to the timeline to accommodate these subsequent reviews.
  - Keeping in mind the new UPC appeals process, a new yearly calendar is being created with an initial deadline of October 1 that would give administration adequate time to review dossiers and make their recommendations, as well as allow applicants to meet with their mentors before the deadline. This date would also remove a conflict between dossier review and DSI review duties for departmental personnel committees.

- **Grandfathering**

- The default will be that faculty hired before this policy goes into effect will be covered by the rules that existed when they were hired.
- Some faculty may decide to switch to the new policy, and they should be able to do that at the departmental level.
- Timing of this decision has yet to be determined.
- The new calendar that is being constructed keeps this grandfathering in mind and there will be a separate set of dates for faculty in the old system.

- **"Working well with others"**
  - Several examples of language relating to collegiality were brought up; these will be removed because of the risk of misuse.
  
- **Modified Reappointment Timelines (New)**
  - The following options provide alternatives to the Family & Medical Leave Act that would *not* require faculty members to take unpaid leave when issues arise that affect the balance of work and life commitments:
    - Pausing the Tenure Clock
      - Faculty members would have the option to request a pause of the tenure clock in the following circumstances:
        - Physical or mental illness or other physical condition
        - Pregnancy, adoption or foster child placement
        - Substantial care giver responsibility for someone with whom the tenure track faculty member has an important relationship, including family and household, and including care giver support for a partner who has given birth
        - Military service or obligations for self or partner
        - Legal concerns, including but not limited to the settling of estates or the processing of divorce, custody deliberations or disputes, or civil suits or the defense of felony criminal charges
        - Pursuit of an advanced degree
        - Leave for Title F (Other leaves) or grant-related work
    - Modified Duties
      - Faculty may request a partial or complete reduction in teaching load in semester increments by assuming modified duties, in conjunction with a pause of the tenure clock or not.
    - Modified Course Offerings
      - Faculty may modify their course offerings in consultation with the Chair or Director and the Dean in semester increments.
    - Voluntary Reduction in Work Schedule
      - Under the VRWS program, an employee can defer a portion of earned income from the period it was actually earned to a period of time the employee would otherwise be on a scheduled unpaid leave.