

## **FAC Pending Issues for 2012-13 (based on FAC meeting of October 3, 2012)**

- Definition for the term probationary: FH Section 3.1.1
  - Add reference to FH Section 3.4.1 in 2<sup>nd</sup> paragraph of Section 3.1.1
  - Add sentence to 3.1.2 stating that non-tenure-track faculty do not hold probationary appointments.
  - Rationale: With the addition of renewable term appointments, there can be some confusion about a probationary period being the period before a decision to renew a term. The additional language is to clarify so that there is no confusion.
  
- Part-time leaves: FH Section 3.7.3
  - Modify language to clarify that part-time leaves are possible
  - Rationale: The FAC was asked to consider a proposal for part-time tenure appointments by the Work Life Committee in 2011. Last spring, the chair of the WLC met with FAC. The outcome of the discussion was that clarification was needed in the Handbook regarding the possibility of a partial leave of absence to care for a family member.
  
- Modified Duties policy revision: FH Section 3.6.3.4
  - Modify language for clarity and flexibility
  - Rationale: The modified duties language was added to the Faculty Handbook in spring 2010. The implementation of the specific procured has been problematic. The language needs to be simplified to allow for greater flexibility due to the unpredictable nature of most leave processes. In addition, the formation of the section does not correlate with the standard format of the Handbook.
  
- Review of mid-probationary review process
  - Rationale: The current description of the mid-probationary review process in the Faculty Handbook is vague and does not clearly define a decision –making process in cases of non-retention. Given the importance of the MPR, greater clarity and detail are needed. Last summer, the Provost and deans suggested a set of guidelines. The Provost’s Office drafted a more formal set of guidelines for 2012-13. FAC has been asked to comment on the guidelines and consider how to modify the Faculty Handbook to provide needed clarity.
  
- Code of Conduct for the University
  - Rationale: Last year, FAC was asked to consider developing a code of conduct. FAC wanted to review of existing policies at other universities before proceeding.
  
- Long-term disability policy
  - Rationale: The Faculty Handbook does not contain a policy for addressing faculty on long term disability and does not, currently, have any limit on length of leave. Over the years, the lack of a policy has resulted in confusion about processes and timeframes. FAC has been asked to consider establishing a policy.
  
- R&T recusal of department members from College/School committees
  - Rationale: FAC has been discussing for several years to address potential conflict of interest and potential inconsistency in process. This academic year, the Provost will be working with deans and committees to ensure fair and consistent practice and will report back to FAC in the spring.

### **Action item:**

- Copyright policies
  - Rationale: The copyright policy in the Faculty Handbook needs to be updated. Since specific expertise in copyright law is needed, FAC decided to ask the UCC to form a task force to address a policy revision. The request needs to go to UCC.