III.B.11.c – *do departments with only one or two non-tenure track associate and/or full professors have to have a such a representative on the personnel committee thus making one or two people always serve for ever and ever?*

Original

The Unit Personnel Committee must have at least one non-tenure-track member, if the Unit has non-tenure-track faculty eligible to serve. Non-tenure-track Unit Personnel Committee members shall not vote on the awarding of tenure or on the promotion of tenure-track candidates.

Proposed

The Unit Personnel Committee must have at least one non-tenure-track member, if the Unit has non-tenure-track faculty eligible to serve and there are more than two eligible members currently serving in the unit. Non-tenure-track Unit Personnel Committee members shall not vote on the awarding of tenure or on the promotion of tenure-track candidates.

*My intention for those with two or less is that the unit would develop their own policy under this umbrella. Perhaps a rotation of two on two off, volunteer, etc.*

III.B.11.e – *must departments who lack sufficient eligible faculty on the unit personnel committee for a given vote reach outside of their department for eligible members?*

Original

The Unit Personnel Committee considering any candidate for promotion and/or tenure must consist of not less than three eligible and voting members. In any case where a minimum of three Unit Personnel Committee members are not both eligible and intending to vote on any candidate, the Unit Personnel Committee chair, the Unit chair/head, and the Dean of the College/School shall, working together and with input from the candidate, shall select and secure one or more eligible members from related disciplines outside of the Unit to serve on the committee for that candidate. The number of outside committee members appointed to the Unit Personnel Committee shall not exceed the number required to ensure three eligible and voting members for all candidates.

Proposed

The Unit Personnel Committee considering any candidate for promotion and/or tenure must consist of not less than three eligible and voting members. In any case where a minimum of three Unit Personnel Committee members are not both eligible and intending to vote on any candidate, the Unit Personnel Committee chair, the Unit chair/head, and the Dean of the College/School shall, working together and with input from the candidate, ~~shall~~ select and secure one or more eligible members from within the unit. If a minimum of three eligible and intending to vote cannot be found from within the unit personnel committee and within the faculty of the unit one or more eligible members maybe selected and secured from related disciplines outside of the Unit to serve on the committee for that candidate. The number of outside committee members appointed to the Unit Personnel Committee shall not exceed the number required to ensure three eligible and voting members for all candidates.

*Moving a statement from promotion to annual review. I propose this be a new numbered item to appear between what are currently numbers 8 and 9. Amending the wording.*

III.B.10.d

Copies of all annual review forms, recommendations, and associated narratives since the initial appointment or the last promotion. ~~Each annual review should include a clear statement that the candidate is or is not making satisfactory progress towards promotion and/or tenure, why, and what remedial steps, if any, are recommended.~~

New point in outline list:

II.B. between 8 and 9: Each annual review of tenure-track faculty should provide feedback on their progress towards promotion and tenureand include the remedial steps, if any, that are recommended.

*Omitting a redundancy as point (c) covers similar areas to current (f)*

IV.C

During the first six years of the probationary period, a tenure-track faculty member may request, for reasons set forth below, that the probationary period be suspended by one (1) year. The reasons for such a request will generally be the same as required under the Family and Medical Leave Act (FMLA), as amended, and are as follows: (a) the birth of a child to the faculty member or spouse and the child’s care during the first year; (b) the adoption of a child by the faculty member or placement in the faculty member's home of a foster child within the first year of placement; (c) the care of the faculty member's spouse, child, or parent with a serious health condition; (d) the serious health condition of the faculty member that makes the faculty member unable to perform the functions of their job; (e) a qualifying exigency arising from the military deployment of an employee’s spouse, child, or parent to a foreign country; ~~(f) to care for a covered service member with a serious injury or illness if the employee is the spouse, child, parent, or next of kin of the service member.~~