

Faculty Handbook Committee  
Minutes—January 23, 2012

Dr. Burley called the meeting to order at 11:07.

PRESENT: Francie Bolter, Don Bradley, Lynn Burley (Chair), Katherine Larson, John Parrack, Mike Scoles, Janet Wilson

ABSENT: Patty Phelps, Katie Henry, Diane Newton (ex-officio)

I. Minutes from December 22, 2011. A few editorial changes were made, and the minutes were approved unanimously.

II. Discuss ***Revision to Advancement Procedures: Draft 3.***

First, two points of Information: (1) Bradley notes that the military personnel (ROTC) do not follow the Faculty Handbook, but military advancement procedures and asked if we needed a note in the FHB stating they follow their own advancement procedures or if it was unnecessary. (2) If university College faculty move into the College of Education, they will follow any specific procedures for that College.

Bolter summarized the changes made in Draft 3. Additional editorial changes were discussed. Bradley moved and Bolter seconded a motion to approve the edited Draft 3 (it will be Draft 4). The motion passed unanimously.

III. **Medical, Parental, and Military Family Leave Policy** was returned to the FHC for additional clarification. Wilson clarified some questions raised by the senate. Scoles made a motion to endorse the policy and Bolter seconded; it passed unanimously.

IV. **New charge from the Senate:** Consider whether Tenure and Promotion should be considered as one package. The FHB committee identified this as a major issue, rather than a minor fix, that should be discussed by a broad range of faculty. The FHB would consider the benefits and costs of such a move if charged by the Faculty Senate to explore this issue.

V. **Enforcement of Faculty Handbook.** The committee discussed how to respond to infractions of the Faculty Handbook. Various approaches were discussed, such as an ombudsman or having university legal council be involved. The problem with ombudsman is lack of funding. The FHB committee would like to invite university legal council to a future meeting to discuss consequences of handbook infractions.

The meeting adjourned at 10:05 pm.