

**FACULTY ADVISORY COMMITTEE
ANNUAL REPORT
2006-2007**

The FAC met six times during the year to discuss with the provost those issues referred to the committee by the Faculty Senate, other committees, and individual faculty members. In addition, the FAC provided feedback to the provost regarding:

- The reorganization of the Office of the Provost.
- The need to rewrite the Faculty Manual to improve readability and clarity.
- The need for better education for administrators, faculty, and involved staff concerning the policies and processes of research funding.
- The need for sufficient flexibility in unit tenure and promotion guidelines to accommodate the growing number of faculty whose work is interdisciplinary.

The membership of the Faculty Advisory Committee included:

Mathieu Deflem, Sociology
Michael Dickson, Pharmacy
Andrew Gowan, Music (chair)
Camelia Knapp, Geological Sciences
Constance Schulz, History
Stacy Wood, Business
Mark Becker, Provost, ex-officio
Eugene Reeder, Chair of Faculty Senate, ex-officio

Appreciation is expressed to the following guests for their contributions to the committee discussions: Rose Booze, Christine Curtis, John McDermot, Ted Moore, Harris Pastides, and Ed Walton.

The following revisions in Faculty Manual language were presented for information to the Faculty Senate and approved by the full university faculty on May 2, 2007. New language is shown in bold type.

FACULTY COMMITTEES (page 5)

Other than student members or ex officio members, only voting members of the university faculty shall be members of faculty committees, whether elected or appointed, unless there is specific provision to the contrary in The Faculty Manual. **Deans of colleges and schools are not eligible to serve on faculty committees. Faculty members appointed to administrative positions such as department chair, assistant dean, or associate dean are eligible to serve on committees unless there is specific provision to the contrary in The Faculty Manual. Faculty members appointed to committees by the President or**

Provost shall serve terms of three years. Faculty members shall be from academic units properly concerned with the functions of the committee.

No voting member of a committee, whether elected or appointed, may serve more than three consecutive years on the same faculty committee. No faculty member may at any one time be an elected member of more than two faculty committees. Except as otherwise noted, ex officio faculty committee members cannot vote. Student members shall be selected in accordance with student government procedures, **shall serve terms of one academic year, and may be reappointed.**

FACULTY GRIEVANCE COMMITTEE (page 8)

This committee shall consider individual grievances, including grievances regarding salary matters (see also "Terms of Employment"), brought before it by members of the faculty including full-time and part-time members, research professors, lecturers, and visiting professors. When, in its judgment, a grievance is determined to be well-founded, the committee shall attempt to resolve the matter through mediation or other appropriate action. See also "Academic Grievance Procedures." The committee shall consist of nine elected members for staggered three-year terms and one ex-officio member from the Faculty Salary Equity Oversight Committee appointed by the provost. All members of the committee shall be tenured full professors or tenured librarians, and, at the time they commence a term of service on the committee, a year shall have elapsed since their last service, if any, on the University Committee on Tenure and Promotions. **Faculty members appointed to administrative positions such as department chair, assistant dean, or associate dean are not eligible to serve on this committee.**

TENURE AND PROMOTION PROCEDURES

AMENDMENTS AND TRANSITIONAL PROVISIONS(pages 21-22)

No change shall be made in the universitywide tenure and promotion regulations except by vote of the full voting membership of the university faculty or by direction of the Board of Trustees. In no event shall any change in tenure and promotion regulations be made retroactive for faculty hired before January 1, 1995, unless the faculty member chooses otherwise; except that any changes in tenure and promotion regulations shall apply to all faculty, including those hired before January 1, 1995, who are subject to the provisions of Tenure and Promotion in Cases of Reorganization as set forth herein.

Faculty members hired into the tenure track after January 1, 1995, shall be responsible within their probationary period for meeting the unit tenure and promotion criteria and university standards in effect at the time of their hiring. For all subsequent promotions the faculty member shall be responsible for

meeting unit criteria and university standards in effect at the time of their application for that promotion. **Faculty members hired into the tenure track before January 1, 1995, may choose either the unit tenure and promotion criteria in effect at the time of their hiring or the unit criteria in effect at the time of their application for promotion.**

Professor Constance Schulze will chair the Faculty Advisory Committee for the 2007-2008 academic year.

Respectfully submitted,

Andrew Gowan, chair
Faculty Advisory Committee
June 25, 2007