

Academic Assembly
April 27, 2015
2:05 – 3:35pm, STCN 130

MINUTES

Present: Jeffrey Anderson, Sarah Bee, Patricia Buchsel, Terri Clark, Brooke Coleman, Isiaah Crawford, Lynn Deeken, Meggie Green, Trish Henley, Mike Huggins, Arun Iyer, Kate Koppelman, Suzy Martinez, Margit McGuire, David Neel, Michael Ng, Katherine Raichle, Roshanak Roshandel, Rob Rutherford, Heath Spencer, Dan Washburn

Minutes taken by Rosa Hughes

- I. Review of Minutes 4-13-15 and 4-20-15
 - A. Both approved with no oppositions or abstentions
- II. Faculty Handbook Discussion (*Di Di Galligar, Anne Hirsch*)
 - A. Collegiality
 1. Ongoing discussion of whether collegiality should be included in handbook
 2. Want to add language indicating that there is a place for people to go when they are in a position where they cannot be collegial – include language of faculty ombudsperson
 3. Motion to include the suggested language, “In situations in which a faculty member feels that his or her work environment is hostile to collaboration and constructive cooperation, that faculty member is encouraged to pursue available avenues for recourse and remedy. Such avenues include the faculty grievance procedures outlined in this handbook or direct consultation with the faculty ombudsperson.”
 - a. Amendment to include “and/or Human Resources” to the end of the final sentence
 - b. Amendment to include, “Such avenues include but are not limited to consultation with Chairperson, Program Director, and/or Dean as appropriate to”
 - c. Kate will finalize language and send to FHRC
 - d. Approved with no oppositions or abstentions
 - B. Grounds for Dismissal
 1. Voted on at previous meeting
 2. List of eleven examples of grounds for dismissal in question was removed by FHRC and the edited section was approved by AcA
 - C. Department Chairpersons
 1. Proposed edit about chairperson election/appointment, involvement of faculty
 2. Discussion
 - a. Chairpersons are elected/appointed differently across colleges/schools
 - b. No process defined in current handbook
 3. Motion to table the proposed edit for consideration at a later date
 - a. Approved with no oppositions or abstentions
 - D. Tenure
 1. Motion to eliminate the sentence, “The Provost may consider, in addition to the candidate’s quality, the University’s future staffing needs, after consultation with the Dean and department chair.”
 - a. Vote by voice – not approved
 - E. Ombudsperson
 1. Section would be better located just before the Faculty Grievance procedure

2. Motion to have FHRC think about this suggestion and modify the text if appropriate
 - a. Approved with no oppositions or abstentions
- F. Grounds for Dismissal (Standards)
 1. Motion to include the word “ongoing” to item (a) to read, “serious, ongoing failure”
 2. Since this section includes all proceedings before dismissal, a single serious failure should be included, making ongoing unnecessary
 - a. Opposed with no approvals or abstentions
- G. Grievance Committee
 1. Tabled discussion from Friday’s meeting
 2. Motion to add proposed language, “with at most one Panel member being chosen from the Presidential appointees.”
 - a. This language implies the confidence of the grievance panel is undermined by an anticipated negative result
 - b. Result from grievance committee is not definitive – produces result that then goes further in process
 - c. FHRC has discussed this proposed edit and does not endorse it – it implies mistrust
 - d. Self-governing scholars and teachers should be able to self-appoint to the Panel
 - e. In practice, those faculty members who serve on committees as either elected by colleagues or appointed by Deans/Provost/President function in the same way as representatives of their colleagues in the spirit of shared governance
 - f. Could recast this to say that not all three faculty members should come from either AcA or the President
 - g. Vote: 7 approved, 12 opposed – language not included
- H. Outside Activities (Faculty)
 1. Full time NTT faculty should be included in the Outside Activities
 2. Motion to strike the phrase “tenured and tenure-track” from the sentence, “The University permits full-time tenured and tenure-track faculty members to undertake...”
 - a. Approved with no abstentions or oppositions
 3. Teaching at another institution
 - a. For a full time NTT faculty member with a one year contract, can teach in the summer without written permission, with a multi-year contract, would need to seek permission from chair/dean/provost
 - b. Does this also apply when other institution does not provide remuneration?
 - c. In practice, faculty have taught at other institutions during the summer
 - d. Motion to add language, “as faculty of record” to the final sentence
 - e. The term faculty of record is unclear and perhaps not a known term
 - f. Need clarification on expectation around summer employment
 - g. Motion tabled for further discussion and consideration by FHRC
- I. Promotion and Tenure Criteria and Guidelines
 1. Service to broader community seems to be a lesser requirement to become a full Professor as opposed to an Associate Professor
 2. Continued fulfillment of requirement for tenure includes service clause
 3. No edit proposed
- J. Scholarly Activity and Professional Development
 1. Motion to change “community engagement scholarship” to “community engaged scholarship”
 - a. Approved with no oppositions or abstentions
- K. University Rank and Tenure Committee

1. Review of appointment to Emeriti status coincides with Promotion and Tenure applications
 2. Perception that URTC used to review Emeriti files and that recently that process changed
 3. Motion to defer to FHRC judgment on this question on their own timetable
 - a. Approved with no oppositions or abstentions
- L. Promotion to Senior Instructor
1. As written right now, instructors can apply to senior instructor during third year, which seems too short to some whereas six years seemed too long
 2. Discussion of changing to fourth or fifth year
 3. Preference for third year: 1, fourth year: 7, fifth year: 1
 4. FHRC will modify as appropriate
- M. Motion to approve Faculty Handbook as written, with language modified on the above noted issues as determined by FHRC
1. Summer contracting is still a major issue – AcA will discuss further
 2. Approved with no oppositions or abstentions (19 approve, 0 oppose)
- III.** Real Estate Appointment
- A. Request from Connie Kanter to have a special appointment of David Arnesen to a Real Estate Law committee advising the university
1. Extensive experience in real estate law including teaching and advising
 2. Approved with no oppositions or abstentions
- IV.** Future Agenda Planning and Upcoming Elections
- A. For those moving off the AcA, seek upcoming members from within unit
- B. Send suggestions to Rob for agenda items and prioritization