

To: Prof. Christina Bohannon, Faculty Senate president

Faculty Senate

From: Lois Cox, Chairperson, Faculty Policies and Compensation Committee, 2014-15

Re: Report of FPCC activity 2014-15

8/28/15

The FPCC's agenda for the academic year was focused on proposed changes to The Operations Manual, specifically the Clinical Track Policy (III - 10.9) and the Research Track Policy (III - 10.10) designed to update the sections of those policies related to contract termination and non-renewal in order to bring them more in line with each other, with policies applicable to tenure-track faculty, and with the realities of faculty hiring, contract renewal, and termination on the clinical and research tracks. In addition, the permanent establishment of the research track highlighted the need to amend other portions of The Operations Manual such as the Faculty Dispute Procedure (III - 29), provisions governing Faculty Senate membership and service (I – 2.8), and those governing Emeritus governing bodies (I – 2.8) to clarify the rights of research track faculty members. Consideration of the Faculty Dispute Procedure, in particular, raised issues of the ability of fixed-term faculty members such as lecturers and others to use those procedures. Anticipating the spring 2015 submission of the Lecturers' Committee report to Faculty Senate, amendment of the Faculty Dispute Procedure was postponed in order to permit one comprehensive amendment. Committee members were informed by Angie Johnson of the provost's Office that a final item on the year's agenda, campus-wide migration to a single Academic and Professional Record (APR) template, is ongoing but was at different stages in different colleges.

In subsequent meetings, the committee voted to amend the Clinical Track Policy and the Research Track Policy to remove specific dates for issuance of notice of termination because faculty members on those tracks can be hired at any time throughout the year, rather than at the beginning of the academic year as is customary with tenured and tenure-track faculty members. A provision of the Research Track Policy regarding notice was also amended to reflect the reliance of research track faculty members on outside funding. Throughout the year, the committee struggled with the termination and non-renewal provisions of the Research Track Policy, stymied by questions of presumptive renewability of those contracts, the role of bridge funding, and the appropriate notice period to precede termination or non-renewal of contract. In the final meeting of the spring semester, the committee chose to adopt a rather bare-bones rule that makes no attempt to distinguish between various reasons for non-renewal and specifies three months advance notice of non-renewal during a research track faculty member's initial appointment, and six months advance notice thereafter. The committee was of the opinion that more experience with the research track is required before finer distinctions may profitably be drawn. FPCC recommended adoption of the policies, as amended, to Faculty Senate.

At several points during the year, the committee hosted Prof. Anne Stapleton, Chair of the Lecturers' Committee, and members of her committee to discuss the Lecturers' Committee's ongoing work. Prof. Stapleton discussed the most important issues concerning lecturers as her committee perceived them, and led a general discussion on lecturers' governance rights, compensation, teaching loads, and professional resources with FPCC members.

During the spring semester, Assoc. Provost for Faculty Kevin Kregel met with FPCC and described preliminary discussions on a Professor of Practice policy currently taking place in the Council of Deans.

FPCC also reviewed a proposed Institutional Conflict of Interest in Human Subjects Research policy. Jim Walker, from the Office of the Vice President for Research and Economic Development, and Grainne Martin, from the General Counsel's Office, met with the committee to explain the policy. That discussion yielded changes to the proposed policy related to adjustment of the location of language concerning the compelling justification standard. The proposal, as amended, was approved by FPCC and FPCC recommended its adoption to Faculty Senate.

Finally, Prof. Ed Gillian, Chairperson of the Research Council and also a member of FPCC, asked FPCC to review a proposed change to the Research Council's charter concerning the selection of members to serve on the Research Council, specifically the distribution of members across colleges and disciplines. The proposal sought to relax some of the rigidity in the existing charter, especially in light of the fact that some units containing faculty members with strong interest in Research Council activities either did not exist or were not mentioned in the charter provision specifying the distribution of members. FPCC discussed the proposal and recommended that the charter continue to require distribution of members across a range of disciplines and that members be included on the Research Council from disciplines where research is not customarily externally funded. The Research Council accepted these suggestions as a friendly amendment to its proposal.