Principal Changes for Tenured & Tenure Track Unit Faculty Member Terms and Conditions of Employment, Beginning January 1, 2012
The majority of changes in the interim terms reflect the division of the faculty into three ranks:

- Professorial Ranks
- Lecturer Ranks
- Librarian Ranks
Appointment, Workload, Rank, and Promotion
Appointment

- Appointments for new positions must use Professorial rank system.
  - Assistant Professor
  - Associate Professor
  - Professor
Professorial Ranks

- Only professorial ranks eligible for tenure or promotion;
- Subject to full shared governance obligations;
- No change in compensation system.
Workload/Performance

• No required changes in performance standards or workload.
Tenure and Promotion

- Institutions may set deadlines for promotion or tenure review processes that are earlier than current dates (though applications for promotion cannot be required before September 5), but all actions must be completed no later than current dates.
- Only tenured faculty may serve on tenure and promotion committees.
Evaluation
Evaluation

• Tenure, promotion and annual evaluations will proceed under 2011 evaluation standards.

• Evaluation for professorial ranks has no material changes.
Salary Policy
FY 13 Salary Policy

• FY13 salary policy will be distributed under the interim terms:
  o Average performance ratings from last two years with this year’s rating in order to derive a three year performance average;

• FY 13 performance raises will be based upon the average of the annual ratings from 2010 through 2012, inclusive.
  o Faculty members with less than three years service will average available years.
Self-Support

Self-support contracts for classes that started after January 1, 2012, were amended to compensate at 8% of salary base per 3 credit course.

- Self-support courses that do not make required enrollment one week before start may be offered with lower compensation if instructor agrees.
Miscellaneous
Consulting

Full-time faculty members with professorial or librarian rank may be allowed no more than 4 days in any single month for paid consulting that benefits the institution.

- Requests for authorization to consult must be submitted prior to entering into a consulting contract that:
  - will be performed during the term of the primary, e.g., 9 or 10 month, contract or
  - when required under the conflict of interest policy or
  - when the consulting agreement requires the consultant to waive patent or intellectual property rights.

- Consulting may not interfere with discharge of primary responsibilities.
- Consulting that might present a conflict of interest may be permitted under a conflict management plan.
Disputes

- The interim terms eliminate provisions permitting faculty to obtain informal explanations for decisions not to renew tenure track contracts or for denial of tenure or of promotion, and require that disagreements involving such actions be addressed through the grievance procedures.
- Any dispute involving reductions in force must be brought through grievance procedures.
- Grievance procedures clarified and disciplinary procedures reworded and reorganized, but not fundamentally changed.
  - Except that faculty may invoke assistance from a COHE peer review panel to challenge placement of written warnings in personnel files.
Effective December 15, 2011, the substance of the Board of Regents Intellectual Property Policy is under review, and recommendations for its revision will be submitted to the Board of Regents when the Board convenes for its March 28-29, 2012 meeting.
Performance/Conflict of Interest

Matters governing the standard of performance and conflicts of interest will be regulated exclusively through Board Policy.

- Board Policy No. 4:14(2) replaces Appendix E (Performance Deficiencies and Unacceptable Conduct)
- Board Policy No. 4:38 replaces Appendix G (Statement Concerning Faculty Expectations)
- Board Policy No. 4:11(3) and (4) replaces Appendix O (Promotion Standards),
- Board Policy No. 4:10(3) replaces Appendix P (Tenure Standards),
- Board Policy No. 4:32 replaces Appendix Q (Investigator Financial Disclosure)
- Board Policy No. 4:34 replaces Appendix R (Conflict of Interest)
Academic Freedom

Effective January 1, 2012, Article XIV, stating standards for Academic Freedom, will become Article III, and all sections between Articles III and XIV will be renumbered. Changes include:

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Questions