

Chapter 4 is a new chapter on Faculty Appointments, Promotion, and Tenure that covers material from the current handbook Part III, Articles II, III, IV, and V. A majority of the text in these sections has been removed or rewritten. The two most significant changes deal with academic titles, particularly for non-tenure track faculty, and procedures for joint appointments. Other changes are outlined below:

1. The Preamble in Part III of the current Handbook has been separated from the rest of Part III, moved to a new Chapter 3, and a statement supporting “economic security” as a strategy to attract “persons of ability” to the teaching profession has been removed.
2. The procedure for faculty dismissal was separated from the rest of Part III and moved to a Chapter on Faculty Discipline and Dismissals.
3. The section on emeritus appointments was moved to Chapter 10 (already approved by the Senate).
4. Numerous changes in the descriptions of academic titles, including changes to expectations, changes to appointment lengths and removal of teaching postdoctoral fellows as faculty positions (these positions were only used by the English department and they have eliminated them for reasons of parity and equity in pay and benefits). For example, “extra-mural support, as appropriate to the field” has been added as an expectation for associate and full professors (which is current practice) and the terminal degree requirement for instructors has been removed (except for the School of Medicine). Note also that after two reappointments, subsequent reappointments for Senior Professors of Practice/Senior Lecturers may be extended to seven years.
5. New language specifies procedures for joint appointments and for review and promotion that allow for greater flexibility. A primary unit for appointment is no longer required. New language for non-tenure track appointments has been added, including terms of employment, evaluation, reappointment, and promotion. This helps clarify the standards for these appointments and reappointments. These faculty titles are subject to ongoing discussion and review.
6. Specific deadlines for third year reviews have been removed. This resolves the fact that hard and fast deadlines were identified for third year reviews, but not for tenure decisions. In practice, those deadlines have not been adhered for, at least, the past 20 years. Currently the Office of Academic Affairs publishes a calendar for all academic review processes every year. New language has been added to require formal feedback after third year reviews.
7. The process for faculty terminations due to program discontinuation has been detailed.
8. The Provost has been added as an additional approver in several places.