

## **AD HOC FACULTY STATUS & WELFARE COMMITTEE REPORT**

### **September 2018 Faculty Senate Meeting**

The Ad Hoc Faculty Status & Welfare Committee, consisting of the members appointed for the 2018-19 permanent Committee, present the proposed revisions to OP 32.02 - Faculty Non-reappointment, Dismissal, and Tenure Revocation to the Senate at this time for study only.

In the wake of the sexual misconduct scandals at Penn State University and Michigan State University, the Board of Regents directed the University administration to devise a procedure to allow the revocation of tenure faster than the current OP provides in the event that a such a situation occurred here.

OP 32.02 requires that revocation of tenure can occur only for adequate cause after a multi-step process is completed. First, every reasonable effort to mediate differences must be made by the faculty members and the University. Second, the University President must convene a Hearing Panel within 30 business days. The Panel consists of five members of the Tenure Hearing Committee, selected by the Tenure Advisory Committee, following procedures outlined in the OP. Members of both of these committees are elected annually by the faculty.

The Panel then conducts a hearing and makes findings of fact and recommendations and sends these to the President who forwards them with his or her recommendations to the Chancellor and the Board of Regents at least 30 days in advance of the next Regents' meeting. If the Board does not accept the Panel's findings and recommendations, it will send any amendments back to the Panel for its consideration. Within 45 days, the Panel must study the matters referred back and report again to the President. The Board then takes final action.

The proposed revisions would allow the President to suggest an expedited time frame for consideration to the Hearing Panel in cases of fraud, sexual misconduct, and serious

crimes. This would be a suggestion only, and the Hearing Panel would continue to control its own process.

Again, the Ad Hoc Faculty Status & Welfare Committee presents the proposed revisions for study only. Please direct any comments and concerns about the proposed revisions to the convener of the standing committee for this year, Senator Wes Cochran.