

**REPORT OF THE FACULTY STATUS & WELFARE COMMITTEE**  
**University Faculty Senate Meeting**  
**October 2018**

**1. OP 32.38 – Third-Year Review.** Senate President Barenberg and Committee chair Senator Cochran met recently with Provost Galyean and Senior Vice Provost Stewart to discuss concerns that were raised at the September Faculty Senate meeting. The Provost proposed to prepare and send a guidance memo to aid departments and colleges in the implementation of the process under the OP. Senators who wish to comment on matters that should be addressed by the guidance should contact Senator Cochran. The Provost plans to present a draft of the guidance to the Faculty Status and Welfare in time for consideration and approval at the November Senate meeting.

**2. Summary Procedure.** The Committee will use a procedure developed last year. If the Committee finds that the revisions to an OP are non-substantive or are not controversial, the Committee will recommend acquiescence to the Senate President. President Barenberg will review the OP, and, if he agrees, the revisions will be sent on with Faculty Senate approval.

If a Senator wants more information about the proposed revisions, he or she should contact Senator Cochran.

**3. Acquiescence to Revisions.** The Committee sends to President Barenberg the revisions to the following OPs for acquiescence.

32.01 - Promotion and Tenure Standards and Procedures. Most of the revisions here are minor, such as changing words in upper case to lower case. One revision has a spacing error that will be corrected as the revisions move forward.

32.08 - Faculty Salary Increases. The recommended changes change the title "Provost and Senior Vice President for Academic Affairs (PSVPAA)" to "Provost and Senior Vice President (PSVP)" and make minor revisions in the wording of the Review Frequency section.

32.19 - Non-native English Speaking Faculty and Teaching Assistants. The recommended revisions are non-substantive.

32.36 - Certification of Faculty Qualifications. The proposed revisions clarify that the requirements for graduate teaching assistants apply only to those who are the instructors of record. The recommended revisions are non-substantive.

70.10 - Non-faculty Employee Complaint Procedures. Some of the proposed revisions pertain to changes in titles of administrators. Others create grammatical errors (see item #3 below).

70.15 - Multiple and Other Employment. The revision is a minor rewording and non-substantive.

70.23 - Reduction in Force Policy. Most of the proposed revisions pertain to changes in the timing for review, administrative titles, and statutory references. One other change in section 2.c.(1) concerns the criteria that can be used to select one employee to continue in employment in a reduction in force when more than one is qualified to perform a particular job.

70.24 - Communicable and Transmittable Disease Control in the Employee Workforce. The sole revision is a change in the title of the appropriate administrative office.

70.43 - Leave Without Pay. Most of the revisions are grammatical changes from lower case to upper case or clarification of terminology. Another change places a duty on employees to notify their supervisors of changes in circumstances that might affect their leave status.

70.46 - Break Time for Nursing Mothers. Some of the proposed revisions pertain to changes in titles of administrators. Others create grammatical errors (see item #3 below).

**4. Style Questions.** Several of the revisions to the OPs in item #2 above relate actually create grammatical errors due to difference in number between pronouns and possessive pronouns. One of the revisions in section 3.b. of OP 70.46 illustrates this: "An employee wishing to ~~avail~~~~her~~~~self~~ **utilize** this benefit shall provide reasonable notice to ~~her~~ **their** supervisor by submitting . . ."). The grammatical revisions have been proposed because of an apparent change in the Chicago Style Manual that allows for disagreement in number. The Committee does not approve the revisions to OPs that create these grammatical errors.

**5. Revisions Under Continued Review.** The Committee will continue to study the revisions to the following OPs. Please send any comments or concerns about these to Senator Cochran.

32.02: Faculty Non-reappointment, Dismissal, and Tenure Revocation. Other University offices must review the proposed revisions and will likely make additional comments. The Committee will continue to monitor the developments and will likely bring the matter to the Senate again in the future.

32.03 - Academic Dean, Associate or Assistant Deans, and Department Chairpersons. Some of the revisions clarify terminology, but others specify the procedures used to appoint acting and interim deans.

66.01 – University Libraries. The Committee will consider these proposed revisions in the coming weeks.

70.06 - Employee Working Hours. Some of the proposed revisions change titles of administrators and make other minor changes. One proposal could create some significant problems. Section 1.a contains a proposed definition of an employee, "Any person paid with university funds. This includes members of the faculty at all ranks and holding any appointment." The Committee is concerned for two reasons. First, this definition is so broad that many people who would typically not be considered as employees could be defined as such.

Second, combining the second sentence of the definition with the second sentence of section 3.a. makes it appear that the revisions may be an attempt to take away a measure of faculty autonomy and independence. The Committee will look further into these suggested revisions.