

MEMORANDUM

TO: Faculty
FROM: Darrell Kruger, Provost and Executive Vice Chancellor
DATE: July 1, 2015
SUBJECT: Changes to the *Faculty Handbook*

Substantial changes to the *Faculty Handbook* were approved by the Board of Trustees on June 26, 2015. The document linked [here](#) was presented to the Board of Trustees includes 13 changes to the *Faculty Handbook* with brief explanations for each change. All of the changes came as recommendations from the Faculty Senate and were approved by Interim Provost Stan Aeschleman. I am pleased to share the changes with the faculty.

I encourage you to review all of the changes. The most significant changes for faculty rights and privileges include these: Item 3 that makes explicit the right of faculty members to have observers at employment-related meetings (pp. 5-9); Item 4 that clarifies that promotion to Associate Professor with tenure one year before the mandatory year requires exceptional performance (p. 9); Item 6 that allows only graduate faculty and affiliate graduate faculty to vote on graduate programs and curriculum (pp. 10-11); Item 7 that makes changes to the post-tenure review policy in light of policy changes by the UNC Board of Governors (pp. 11-13); Item 8 that improves 4.10 Discharge or the Imposition of Serious Sanction (p. 14); Item 9 on Faculty Senate reviews of administrators modifies language to reflect current practices including evaluation of deans (pp. 14-17); Items 11 and 12 that create a Graduate Academic Policies and Procedures Committee and make needed changes to the Undergraduate Academic Policies and Procedures Committee (pp. 18-21.) Item 13 is an updated Chapter VIII Employee Benefits and Services (pp. 22-32.)

Implementation

We plan to have the revised *Faculty Handbook* for 2015-2016 available by the middle of August as well as guidelines and “frequently asked questions” to help with the implementation of the *Handbook* changes. As we implement the changes in this upcoming year, Academic Affairs will consult with deans, department chairs, and Faculty Senate, and we would welcome suggestions.

All materials pertaining to these *Handbook* changes will be announced to faculty and posted on the Academic Affairs website as they become available.

Thank You

Thank you for the difficult work done by the Faculty Senate and the Faculty Senate Governance Committee whose membership included Senators Andy Koch, chair, Frank Aycok, Paul Gates, and Hugh Hindman. Other members appointed by Dr. Koch were Stella Anderson, Tony Calamai, and Jim Denniston. Mary Reichel served as liaison from Academic Affairs, and Kathy Ray provided administrative support.