

Chapter Three – Explanatory Memo

Dear Colleagues,

Attached is a draft of “Chapter Three” for the revised faculty handbook.

Most of this material includes the information in the current handbook under Part III.A (statement on academic freedom), III.H and III.I (academic freedom), and IV. (Salaries and Benefits).

Below we have highlighted the major changes and additions from our current handbook.

1. The preamble in our current handbook (p. 16) has been integrated into the text of Chapter Three (and is also reiterated in Chapter 8).
2. There is substantive new language about faculty activities, teaching, research, artistic work, and service.
3. When we were working on Chapter 8 on discipline and dismissal, we had previously included “Professional Rights of Faculty and the Obligations of the University to Protect Them” and ethical principles from the AAUP. Based on faculty feedback, we decided to move this material to this chapter. This allows us to include this material, which contains valuable information about faculty rights and responsibilities, without coupling these ethical principles with disciplinary measures.
4. 3.5.2.b – Sabbatical eligibility: The language for sabbaticals is almost identical to our current handbook; however, there is new language about only tenure-track faculty being eligible for sabbaticals. This is because there were very few, if any, full-time non-tenure track colleagues when our original handbook was written.

Our handbook committee has discussed making non-tenure track colleagues (particularly Senior Professors of Practice and Associate and Full Clinical Faculty) eligible for leaves/professional development. This is a position many of us on the handbook committee support, but we believe it should be raised by faculty within the schools.

We propose that schools initiate discussions and develop policies for how Professors of Practice and Clinical Faculty can apply for teaching leaves for professional development.