



5/14/96
Mr. Chairman,
I approve.
Thanks.
[Signature]

MEMORANDUM

TO: President Edward T. Foote II
FROM: Kamal Yacoub *Kamal Yacoub*
Chair, Faculty Senate

DATE: May 9, 1996

SUBJECT: Faculty Senate Legislation #95011(A) - Amendment to Charter Section A2.4 re Librarian Faculty Voting Rights

The Faculty Senate, at its meeting on April 29, 1996, voted to approve the Amendment to Charter Section A2.4 re Librarian Faculty Voting Rights (#95011(A)). The text of the legislation is as follows:

- A2.4.1 (a) Richter Library may, by majority vote of its Tenured Faculty, extend voting rights to its Librarian Faculty in any or all of the following matters:
 - (1) Reappointment of Librarian Faculty of the same or lower rank;
 - (2) Promotion of Librarian Faculty of lower rank;
 - (3) Evaluation of the department head; and
 - (4) Evaluation of the director.
- (b) Extension of voting rights of the Librarian Faculty apply only in the Richter Library. The Tenured Regular Faculty must vote annually to renew any extension.
- (c) Voting rights of Librarian Faculty may not be extended to any matter pertaining to charter amendments, rights and privileges of the Tenured Regular Faculty, or to the reappointment, promotion or tenure of members of the Regular Faculty.

This legislation is now forwarded to you for your action.

KY/b

cc: Provost Luis Glaser

325 Ashe-Admin. Bldg.
Coral Gables, Florida 33124-4634
305-284-3721
Fax 305-284-5515



CAPSULE: Faculty Senate Legislation #95011(A) - Amendment to Charter Section A2.4
re Librarian Faculty Voting Rights

RESPONSE BY THE PRESIDENT:

DATE: 5/22/96

APPROVED: Yes [Signature]

OFFICE OR INDIVIDUAL TO IMPLEMENT OR PUBLISH: [Signature]

EFFECTIVE DATE OF LEGISLATION: _____

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____

SYNOPSIS OF ACTIONS

taken by the

Executive Committee

University of Miami Board of Trustees

Tuesday, December 17, 1996

APPROVED Faculty Senate Legislation #95011(A), Amendment to Section A2.4 of the Faculty Charter, regarding librarian faculty voting rights.

APPROVED the establishment of the following degree programs: B.S. in Environmental Engineering; M.S. in Medical Informatics; and M.S. in Neuroscience.

AUTHORIZED the senior vice president for Business and Finance or the vice president and treasurer to take the actions necessary to transfer the assets under management by TCW/Cursor Eaton to Templeton and Warburg, Pincus.

DELEGATED to the Investments Committee the power to redistribute assets among approved investment managers and within policy guidelines.

AUTHORIZED the president, the senior vice president for Business and Finance, and/or the assistant vice president for Facilities Administration to enter into contracts and make purchases on behalf of the University in an amount not to exceed \$1,900,000 for the design phase of Option II of The Miami Project to Cure Paralysis.

APPROVED the increase in design scope of the Professional Arts Office Building to approximately 150,000 square feet, along with an increase in parking and a total project cost of \$23,000,000, and **AUTHORIZED** the president, the senior vice president for Business and Finance, and/or the assistant vice president for Facilities Administration to enter into contracts and make purchases on behalf of the University in an amount not to exceed \$850,000 for the design phase of the project, contingent upon a timetable demonstrating that the building can be completed so that Dominion Tower leases need not be renewed.

APPROVED, with one amendment, the University's Speaker Policy for Student Activity Fee Funded Student Organizations as recommended by the Student Affairs Committee.

APPROVED the exchange of approximately \$9 million of 1996 University Bonds for tax-exempt Dade County Educational Facilities Authority (DCEFA) bonds.

BOARD OF TRUSTEES

SUBJECT:

Librarian Faculty Voting Rights

PRESENTED BY:

Luis Glaser

BACKGROUND/CURRENT STATUS/MATTERS REQUIRING ACTION/
FINANCIAL IMPLICATIONS:

President Foote, Provost Glaser and the Faculty Senate have approved an Amendment to Charter Section A2.4 re Librarian Faculty Voting Rights. The Academic Affairs Committee, at its meeting on December 2, 1996, reviewed the amendment and recommends its approval to the Executive Committee.

The amendment is attached.

BOARD RESOLUTION REQUESTED:

Approval of the Amendment by the Executive Committee.

The Chair indicated that a continuation of the discussion raised by Professor Hurwitz would take place in the Internal Matters segment of the meeting.

Academic Standards

The Chair introduced Mr. Paul Orehovec, Dean of Enrollments, to report on the accomplishments achieved by the interaction of the faculty and administration during the summer and early fall. Professor Stephen Cantrell, Chair of the Academic Standards Committee, Professor Steven Green, Chair of the Senate Budget Committee, Provost Glaser, Vice Provost Steven Ullmann and Mr. Orehovec met to formulate a model that would help to increase the SAT scores of incoming students. The model includes additional scholarships in the form of 3/4 tuition waivers, 1/3 tuition waivers and a reduction in the recruitment of selectivity 5 students. According to Professor Cantrell, a joint meeting of the Academic Standards Committee and the Budget Committee was held recently and the implementation of the proposal was unanimously endorsed. The Chair commented that these accomplishments are the result of cooperation between Senate committees and the administration and it is hoped that this will become a model to advance the common goals of the University. Professor Green said that the costs of approximately \$400,000 per year associated with the model are considered reasonable and that the administration is committed to achieving the goals put forward in the proposal. Professor Yacoub requested a range for each of the points in the proposal. In response, Mr. Orehovec gave the following information: 39 more F1 selectivity students; 12 additional F3 selectivity students; and 11 fewer F5 selectivity students. Based on the proposed model, these figures would significantly increase the SAT.

Amendment to the Honor Code

Professor DeSantis presented an oral update on the amendments to the student honor code. She expects a draft of the proposed amendments to be ready at the end of this month. The draft would then be reviewed by the Student Government and the Faculty Senate.

Charter Amendment re Research, Educator & Librarian Faculty - (First Reading)

Professor Yacoub explained the rationale for the proposed change to Charter A2.4. It was *moved* and seconded to delete the phrase "the same or" from Section A2.4 (a) (1) in each paragraph dealing with Research, Educator and Librarian Faculty. The *motion carried unanimously*. Approval of the amendment would prevent individuals in the three categories from being able to vote on other individuals who are at the same rank, in terms of reappointment of such individuals, which is a privilege other tenure-track faculty do not

enjoy. In response to a query, Professor Awad said that the School of Medicine School Council approved the intent of the proposal.

Recommendations from the Committee on "The Status of Senior Faculty"

Professor Awad summarized the report by an ad hoc committee to study issues raised by the Committee on Rank, Salary and Conditions of Employment with regard to senior faculty and those recently retired. The Chair explained that because the report was received following the last Senate meeting in the Spring, it was forwarded by the General Welfare Committee to the President and Provost for action. The Provost has written to the Deans asking for their cooperation in addressing some of the issues. It was *moved* and seconded to approve the committee's report. The *motion carried*. It was suggested that the issues raised in the report should be reviewed after one year. It was also recommended that faculty who are nearing retirement should be sent information about whatever amenities are being made available in response to the issues raised in the report.

Committee on Professional Conduct Membership

The Chair presented an amendment to recently passed legislation concerning membership on the Committee on Professional Conduct. Following discussion, it was *moved* and seconded to amend the legislation to read "This committee shall consist of from five to twelve senior tenured faculty elected annually by the Faculty Senate." The *motion carried*.

A2.4

(a) The School of Medicine and the School of Nursing may, by majority vote of its Tenured Regular Faculty, extend voting rights to Educator Faculty in any ~~of~~ ^{or} all of the following matters:

- (1) Reappointment of Educator Faculty of ~~the same or~~ lower rank;
- (2) Promotion of Educator Faculty of lower rank;
- (3) Evaluation of the department chair; and
- (4) Evaluation of the dean.

(b) Extensions of voting rights of Educator Faculty apply only in that school. The Tenured Regular Faculty must vote annually to renew any extension.


(c) Voting rights of Educator Faculty may not be extended to any matter pertaining to charter amendments, rights and privileges of the Tenured Regular Faculty, or to the reappointment, promotion or tenure of members of the Regular Faculty.

UNIVERSITY OF MIAMI

MEMORANDUM

April 18, 1996

To: Kamal Yacoub
Chair, Faculty Senate

From: Bernard H. Oxman 

Subj: Charter Amendment

Pursuant to your request, an ad hoc committee composed of Peter Bellis, John Soliday and me, in consultation with Gregg Sapp, considered a proposal to amend the Faculty Charter to permit the tenured faculty of Richter Library to extend additional voting rights to its Librarian faculty. We understand that the proposal has the support of the tenured faculty of the Richter Library, that it is designed to respond to the special needs of the Richter Library, and that it does not constitute a precedent for other parts of the University. On these understandings, the Committee recommends the following amendment, to be inserted as a new paragraph (e.g., A2.45) following existing paragraph A2.4. The proposal is drawn from analogous provisions contained in paragraphs A2.3 and A2.4 of the Charter. We have made minor editorial changes that take into account paragraph A2.5 of the Charter and reflect the organization of the Richter Library.

A2.45 (a) Richter Library may, by majority vote of its Tenured Regular Faculty, extend voting rights to its Librarian Faculty in any or all of the following matters:

- (1) Reappointment of Librarian Faculty of the same or lower rank;
- (2) Promotion of Librarian Faculty of lower rank;
- (3) Evaluation of the department head; and
- (4) Evaluation of the director.

(b) Extension of voting rights of the Librarian Faculty apply only in the Richter Library. The Tenured Regular Faculty must vote annually to renew any extension.

(c) Voting rights of Librarian Faculty may not be extended to any matter pertaining to charter amendments, rights and privileges of the Tenured Regular Faculty, or to the reappointment, promotion or tenure of members of the Regular Faculty.

FACULTY GOVERNMENT

The revised Faculty Government Charter and Bylaws were approved by vote of the Faculty on June 15, 1967. Some revisions were approved by the Faculty Senate on September 27, 1965. The whole document was approved by the Board of Trustees on November 22, 1967. This edition includes subsequent revisions made through June 1994.

CHARTER

A1 PREAMBLE

- A1.1 A university is a community of scholars contributing, according to their individual talents and interests, to the transmission and advancement of knowledge. Because of its diversity of interests, a university is a complex organization, not quite like any other in its management, which requires the understanding and good faith of people dedicated to a common purpose. A university administration must seek wisely and diligently to advance the common effort, and the strength of a university is greatest when its faculty and administration join for the advancement of common objectives.
- A1.2 Much of the existing faculty-administration relationship has been established through long experience and has the weight and good sense of academic form and tradition. Some of the traditions of the University of Miami are given expression and are extended in this document. Yet these and other common understandings have meaning only to the extent that they reflect the integrity and faith of the faculty and administration in the day-to-day accomplishment of their joint effort.

A2 DEFINITIONS

- A2.1 (a) The GENERAL FACULTY shall consist of the University Faculty and the Associated Faculty.
- (b) The UNIVERSITY FACULTY shall consist of the President, the Executive Vice President and Provost, the academic deans, the Regular, Research, Librarian, and Educator Faculty.
- (c) The REGULAR FACULTY shall consist of all faculty having tenured or tenure-earning appointments who hold the rank of Professor, Associate Professor, or Assistant Professor.
- (d) The RESEARCH FACULTY shall consist of those faculty whose major function is to conduct research in the academic units of the University and who hold the rank of Research Professor, Research Associate Professor, or Research Assistant Professor. Research Faculty shall not hold tenured or tenure-earning appointments.
- (e) The EDUCATOR FACULTY shall consist of those physicians who are in the clinical departments of the School of Medicine or nurses in the clinical programs of the School of Nursing with such titles as [rank] of Clinical [department], (e.g., Professor of Clinical Surgery or Professor of Clinical Nursing). These titles are granted to physicians and nurses who choose to concentrate on clinical performance and its use as a teaching tool. These faculty are full-time and, if salaried by the University, are subject to a ceiling. Educator Faculty shall not hold tenured or tenure-earning appointments.

(f) The LIBRARIAN FACULTY shall consist of those faculty serving in the libraries of the University who hold the rank of Librarian Professor, Librarian Associate Professor, or Librarian Assistant Professor and who perform normal professional duties in the libraries, but are not required to undertake scholarly research. Regular Faculty in the Richter Library shall constitute a majority of the faculty.

(g) The ASSOCIATED FACULTY are all faculty with professorial titles prefixed by Clinical (e. g., Clinical Professor of Surgery), Adjunct, Visiting, and Affiliated, Lecturers, and Instructors. Additional titles for Associated Faculty may be created by a special Bylaw defining the title.

(h) The UNIVERSITY FACULTY OF EACH SCHOOL are the President, the Executive Vice-president and Provost, the Dean of the school, and the University Faculty holding appointments in the school.

A2.2 (a) The Regular Faculty are entitled to vote on all matters for which they are qualified by rank and tenure status.

(b) The Research and the Educator Faculty are entitled to vote on all matters for which they are qualified with the exception of appointment, reappointment, promotion, the award of tenure, evaluation of the chair or the dean, and ratification of amendments to the Faculty Government Charter.

(c) Librarian Faculty are entitled to vote on all matters for which they are qualified by rank and title, with the exception of reappointment, promotion and award of tenure of the Regular Faculty, evaluation of the chair or the dean, and ratification of amendments to the Faculty Government Charter.

(d) Members of the University Faculty may vote only once on a single question. Persons holding appointive administrative office may not vote on any matter that is subject to or may be reviewed by their office.

A2.3 (a) The School of Medicine, School of Nursing and the Rosenstiel School of Marine and Atmospheric Science may, by majority vote of its Tenured Regular Faculty, extend voting rights to Research Faculty in any or all of the following matters:

- (1) Reappointment of Research Faculty of the same or lower rank;
- (2) Promotion of Research Faculty of lower rank;
- (3) Evaluation of the department chair; and
- (4) Evaluation of the dean.

(b) Extensions of voting rights of Research Faculty apply only in that school. The Tenured Regular Faculty must vote annually to renew any extension.

(c) Voting rights of Research Faculty may not be extended to any matter pertaining to charter amendments, rights and privileges of the Tenured Regular Faculty, or to the reappointment, promotion or tenure of members of the Regular Faculty.

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- (3) Evaluation of the department chair; and
- (4) Evaluation of the dean.

(b) Extensions of voting rights of Educator Faculty apply only in that school. The Tenured Regular Faculty must vote annually to renew any extension.

(c) Voting rights of Educator Faculty may not be extended to any matter pertaining to charter amendments, rights and privileges of the Tenured Regular Faculty, or to the reappointment, promotion or tenure of members of the Regular Faculty.

A2.5 (a) The term SCHOOL means a school or college of the University, including the Graduate School, having its own faculty, and academic program leading to a degree. The library shall have status equivalent to that of a school and its director shall be considered to be the dean.

(b) The term DEPARTMENT includes undepartmentalized schools and divisions of a school.

(c) The term PRESIDENT shall mean the President of the University or any person, committee or council authorized to act for the President in specified areas, except where the context clearly refers to the President as an individual.

(d) A GRADUATE DEGREE is any earned post-baccalaureate degree administered by the Graduate School.

(e) The term ELECTION shall mean, throughout, election by formal written ballot.

A3 AUTHORITY OF THE FACULTY

A3.1 The University faculty is authorized to enact regulations and to formulate rules for the immediate government of the University in such matters as curriculum, scholastic standards, graduation and honors, approval of candidates for earned degrees, and examination and testing programs. The University faculty is authorized to share with the President in decisions regarding the future development of the University, including the institution of new schools, degrees, departments, curricula, and the like, and in the enactment of regulations and the formulation of rules for the immediate government of the University pertinent to: educational and research policy and general welfare; the future development of the University; environmental conditions; student conduct and activities; requirements for admission and exclusion of students; faculty appointment, retention, tenure and promotion; the University budget; the appointment and retention of administrative officers; faculty teaching loads; and the responsibilities and duties of faculty members. Normal procedures for decision-making in each of these matters shall be consistent with the differing functional responsibilities of the



MEMORANDUM

TO: Professor Bernard H. Oxman
School of Law

FROM: Kamal Yacoub *Kamal Yacoub*
Chair, Faculty Senate

DATE: April 2, 1996

SUBJECT: Charter Amendment

Last December, you were kind enough to agree to chair a small ad hoc committee that will review a request from the Library faculty for an amendment of Article A2 of our Charter. (See attached).

We hope that your committee will be able to report its recommendation to the Senate at our April 29th meeting. Please note that this is the last regularly scheduled meeting of the Faculty Senate for this academic year.

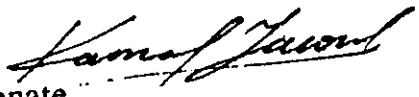
I look forward to your positive response. Thanks.

KY/b



MEMORANDUM

TO: Professor Bernard H. Oxman, School of Law
Professor Peter Bellis, Department of English
Professor John Soliday, School of Communication

FROM: Kamal Yacoub 
Chair, Faculty Senate

DATE: December 7, 1995

SUBJECT: Charter Amendment

Section A2.2 of our Charter defines the voting right of Regular, Research, Educator and Librarian faculty. Sections A2.3 and A2.4 give rights to the regular faculty at the Schools of Medicine, Nursing and RSMAS to extend additional voting rights to Research and Educator faculties in their respective schools.

Now the regular faculty at the Richter Library are proposing that they be given the right to extend additional voting rights to the Librarian faculty at the Richter Library.

The purpose of this letter is to ask you to serve on a small ad hoc committee to review this request from the Library faculty and to make your recommendation on this issue to the Faculty Senate.

I am asking that Professor Oxman chair this committee and that Professor Gregg Sapp serve on the committee as a non-voting resource person. Thank you in advance for your service.

KY/b

Attachment

cc: Professor Gregg Sapp, Richter Library
Mr. Frank Rodgers, Director, Richter Library

325 Ashe-Admin. Bldg.
Coral Gables, Florida 33124-4634
305-284-3721
Fax 305-284-5515

Proposed ammendment to the Faculty Charter

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MEMORANDUM

TO: Professor Bernard H. Oxman, School of Law
Professor Peter Bellis, Department of English
Professor John Soliday, School of Communication

FROM: Kamal Yacoub 
Chair, Faculty Senate

DATE: December 7, 1995

SUBJECT: Charter Amendment

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KY/b

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cc: Professor Gregg Sapp, Richter Library
Mr. Frank Rodgers, Director, Richter Library

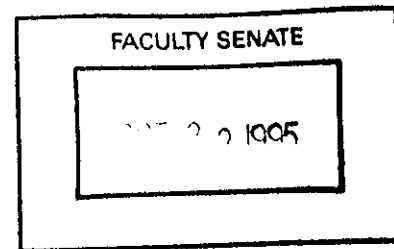
Proposed ammendment to the Faculty Charter

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October 19, 1995

To: Kamal Yacoub, chair
UM Faculty Senate
Fr: Gregg Sapp, faculty senator
Otto G. Richter Library *G.Sapp*

re: Proposed Amendment to Faculty Charter

On behalf of the Librarian Faculty, I submit the attached proposed amendment to the Faculty Charter for consideration by the Faculty Senate. This amendment is in accord with existing provisions for Research and Educator Faculty in the Schools of Medicine, Nursing, and RSMAS (Faculty Charter A2.3 and A2.4).

Additionally, I am submitting a copy of some 1991 legislation addressing issues related to Librarian Faculty. The material approved by this legislation was not incorporated into the latest revision of sections A and C of the Faculty Manual. No action is required of the Senate in this matter, but the Librarian Faculty request that the highlighted passages in the text of the legislation be inserted in the next revision of the Manual. Suggestions as to the appropriate placement of these passages are indicated on the document.

Thank you for your attention to these matters.

cc: Frank Rodgers
Lesbia Varona

Proposed ammendment to the Faculty Charter

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MEMORANDUM

TO: President Edward T. Foote II
FROM: George C. Alexandrakis *GCA*
Chair, Faculty Senate
DATE: March 22, 1991
SUBJECT: Faculty Senate Legislation #89013 (B)-
Bylaw on Librarian Faculty

The Faculty Senate, at its meeting of March 18, 1991, voted to approve Faculty Senate Legislation #89013 (B) - Bylaw on Librarian Faculty. The text of the legislation is attached.

This legislation is now forwarded to you for your action.

GCA/ca

Attachment

cc: Provost Luis Glaser
Professor Frank Rodgers

3/26/91
George C. Alexandrakis
Done.
[Signature]

CAPSULE:

Faculty Senate Legislation #89013 (B) -
Bylaw on Librarian Faculty

RESPONSE BY THE PRESIDENT:

DATE: 3/26/81

APPROVED: Yes § 27

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NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____

PROPOSAL TO ESTABLISH LIBRARIAN FACULTY
(Class B legislation)

[Additions to the current language are indicated in boldface. Deletions are indicated by *italics*.]

1.0
DEFINITIONS

1.2

A 2. 1b
The University Faculty shall consist of the President, the Provost and Executive Vice President, the academic deans, the Regular, Research, Educator, and Librarian Faculty.

1.6

The Librarian Faculty shall consist of those members of the faculty who perform normal professional duties in the Libraries of the University, but are not required to undertake scholarly research. Regular Faculty in the Richter Library shall constitute a majority of that faculty.

[note: all subsequent paragraphs in Section 1 are to be renumbered]

1.8

The Regular Faculty are entitled to vote on all matters for which they are qualified by rank and tenure status.

The Research and Educator Faculty are entitled to vote on all matters for which they are qualified with the exception of appointment, reappointment, promotion, the award of tenure, evaluation of the Chair or Dean, and ratification of Amendments to the Faculty Charter.

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Librarian Faculty are entitled to vote on all matters for which they are qualified by rank and title with the exception of the reappointment, promotion, and award of tenure of the Regular Faculty, evaluation of the Chair or Dean, and ratification of Amendments to the Faculty Charter.

The University Faculty of each school are the President, Provost, Dean of the School, and the University Faculty holding appointments in the school.

Members of the General Faculty may vote only once on a single question. Persons holding joint appointments must designate a school or department in which to exercise their voting rights on university matters. Persons holding appointive administrative positions may not vote on any matter which is subject to review or other action by their office.

1.9
Change of Type of Faculty Appointment

1.9.1
Any member of the Research, Educator, or Librarian faculty may initiate a request to be considered for appointment to the Regular Faculty of the University. The decision on that request must be made in accordance with the standards and procedures applicable to initial appointment to the Regular Faculty as set forth in the Faculty Charter and these Bylaws, including Sections 6 and 8. If the requested appointment to the Regular Faculty is made, but without an immediate grant of tenure, the period served as a member of the Research, Educator, or Librarian faculty may if requested by the faculty member and approved by the President, be credited toward the probationary period for Regular Faculty appointments as provided in Sections 3.6 and 3.6.1 of these Bylaws.

1.9.2
Members of the Regular Faculty of the University, during their probationary period as defined in Section 3.6 of these Bylaws, may initiate a request to be considered for appointment to the Research, Educator or Librarian Faculty. The decision on that request shall be made by the President upon recommendation of the Regular Faculty of the department and the Dean of the School.

3.0
APPOINTMENTS

3.2.3
Appointments not Involving Tenure
Faculty members holding Research, Educator, Librarian or Associated appointments shall not be eligible for tenure.

3.3
Term Appointments

Term appointments are issued for a defined period of time specified in the letter of appointment. Appointment to the Associated Faculty is automatically terminated at the conclusion of the period specified in the letter of the appointment. Research, Educator, and Librarian Faculty have term appointments. Regular faculty with probationary appointments are not considered to have term appointments.

3.3.1
Librarian Faculty shall be awarded annual contracts for the first six years of service, after which Librarian Faculty shall be awarded five-year term appointments.

(new section)
Promotion to the rank of Librarian Professor awards a five-year appointment at the time of promotion. A faculty member initially appointed to the rank of Librarian Associate Professor or Librarian Professor is eligible for a five-year term appointment at any time upon recommendation of the voting faculty of the department.

3.4

Notice of Termination for Research, Educator
and Librarian Faculty

4.3

Research Faculty members are entitled to one month's notice with pay for each year of full-time continuous service as a Research Faculty member at the University up to a maximum of twelve months for twelve or more years of service. The Research Faculty member will be expected to perform normal faculty duties during the notice period and such pay will cease upon the availability of other grant support at the University or initiation of employment elsewhere. Notice so used may be re-earned at the rate of one month per year up to the maximum of twelve months.

An Educator or Librarian appointment to the faculty may be terminated at the close of any academic year by written notice, either by the University of intention not to appoint or by the faculty member not to return. A decision not to reappoint needs no justification. Such written notice by the University shall be given in accordance with the following standards:

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1. Not later than March 1st of the first academic year of service, if the appointment is to expire at the end of that year.
2. Not later than December 15 of the second year of academic service, if the appointment is to expire at the end of that year.
3. After two or more years of service, at least twelve months before the expiration of an appointment.

Notice of termination by a faculty member shall be given either six months prior to the termination of the appointment or by the time specified for the return of salary memoranda for the following year.

Faculty who change from a regular appointment to a Research, Educator, or Librarian appointment shall receive one year's notice after two years' service in the regular appointment.

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3.5

Terms in Writing

All appointments shall specify, in writing, whether they are Regular, Research, Educator, Librarian or Associated appointments and, in the case of untenured Regular Faculty, the expiration of the probationary period. All appointments shall specify rank, salary, and full or part time status.

C4.4

4.0

TENURE

4.2

Attainment of Tenure

4.2.1

Tenure shall not be awarded to faculty members serving under any type of Research, Educator, Librarian or Associated appointment. Regular appointments that

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are not accompanied by an initial award of tenure shall specify the expiration date of the probationary period.

6.0

SCHOLARLY AND PROFESSIONAL QUALIFICATIONS OF THE FACULTY

6.2

Scholarship

Scholarship embraces inquiry, research, and creative professional performance and activity. Scholarship is required for effective teaching and is the obligation of all members of the faculty. Scholarship may be judged by the character of the advanced degree, by contributions to knowledge in the form of publication and instruction, by reputation among other scholars and professional persons, and by the performance of students.

C7.2 The scholarly function of a university requires the appointment of faculty members devoted to inquiry and research. Among the criteria for evaluating research are publication of books by nationally recognized presses, and of articles and reviews of a scholarly nature in books, periodicals, *and* technical reports and other forms of publication nationally recognized in the profession; the directing of scholarly work by students working on advanced degrees; the receipt of professional awards and fellowships; membership on boards and commissions devoted to inquiry; and the judgement of professional colleagues.

Scholarship may be demonstrated by significant achievement in an art related to a faculty member's discipline, such as creative works, original designs, or original procedure. National recognition of such activities is demonstrated: by commissions, awards and prizes from nationally recognized bodies; by performances with nationally recognized companies; by invited presentations, exhibitions, lectures and performances before nationally recognized bodies; by invitations to teach master classes or lead intensive workshops at nationally recognized institutions; and by reviews of performance and creative works in nationally recognized journals, magazines and newspapers.

Promotion, tenure, and merit salary increases should recognize these scholarly achievements. Whenever possible, Chairs shall reduce other duties for those faculty engaged in these activities.

6.4

Service in the Libraries

C7.3a (new section) Service responsibilities for the faculty in the libraries include: reference and research assistance to the University community; selection, acquisition and evaluation of library resources; bibliographic control of library materials; providing instruction in the use of the library and its resources; and management of library services.

[note: all subsequent paragraphs in Section 6 are to be renumbered]

7.0
DEFINITIONS FOR PROCEDURES FOR THE APPOINTMENT, REAPPOINTMENT,
PROMOTION, AND AWARD OF TENURE

7.2.3

The term appropriate faculty means the Regular Faculty of the department in which the appointment is made. The appropriate faculty in the Richter Library includes the Regular Faculty and the Librarian Faculty.

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7.2.4

The voting faculty for appointment is the Regular Faculty of the Department or School, except in the Richter Library. The voting faculty for tenure are those tenured faculty equal or superior in rank to the candidate and for promotion those tenured faculty superior in rank to the candidate. In the Richter Library, the voting faculty for the reappointment and promotion of Librarian Faculty are those Regular and Librarian Faculty superior in rank to the candidate. In the Richter Library, both Regular and Librarian Faculty may vote on the initial appointment of a faculty member.

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placed as
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8.0

INITIAL APPOINTMENT

8.1

The entire Regular Faculty of a department, are entitled to vote on each new appointment. In periods of recess, in summer sessions, and in departments with thirty-five or more members a committee of at least five members of the voting faculty shall be appointed, at the discretion of the Chair and in accordance with departmental bylaws, to vote on the candidate.

8.1.1

All faculty members in the Richter Library are entitled to vote on each new appointment within their school.

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9.0

REVIEW OF THE FACULTY FOR REAPPOINTMENT,
PROMOTION AND THE AWARD OF TENURE

9.3

Types of Review

The Regular Faculty of each school and department undertakes two types of review of the performance of its members:

Annual Reviews of each individual's accomplishments for the purposes of salary increases; and

Special Reviews for the purposes of reappointment, promotion, and the award of tenure.

The Research, Educator, Librarian, and Associated Faculty of each school are subject to Annual Reviews and Special Reviews for the purposes of reappointment and promotion. Such reviews shall be undertaken by the Regular Faculty. In the Richter Library, Regular and Librarian Faculty shall undertake the reviews of the Librarian Faculty in the Richter Library.

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9.6

Special Reviews

c10.6 A more complete review is required: 1) in the year prior to reappointment of a faculty member holding a tenure earning appointment; 2) when promotion to associate professor or professor is to be considered; 3) in the last year prior to the award of tenure; and 4) in the next to last year prior to the initial award or reappointment of a five-year term appointment to Librarian Faculty. Each Special Review shall be conducted as follows:

9.6.2

Evaluation of service in the Libraries

c10.6b The file of each candidate in the Libraries for reappointment, promotion, tenure, or the award of a five-year term appointment shall contain an assessment of service in the Libraries.

[note: all subsequent paragraphs in Section ~~9~~¹⁰ are to be renumbered]