

# **Report of Faculty Affairs Subcommittee: AY 2012-2013**

## ***Charges***

Charge 1. 3.5 Explore more flexible models for promotion of tenured faculty and reward systems that allow non-traditional mixes of research, advising, teaching and service contributions that accommodate both the changing interests of faculty and the changing needs of the campus.

Action Needed:

Faculty Council shall appoint a task force of full professors with leadership reputations in teaching and/or research (e.g., Curators Professors, past heads of campus P&T committee) to perform a systematic examination of all aspects of the promotion of tenured faculty.

Charge 2. 3.17 Working with Faculty Council, deans, department chairs and administrators, systematically study and revise promotion and tenure guidelines at the departmental, divisional and campus levels to bring them in line with strategic planning goals

Action Needed:

Faculty Council shall appoint a task force of tenured and tenure-track faculty from all ranks to perform a systematic examination of all aspects of the promotion and tenure process, including rewarding interdisciplinary scholarship and considering where tenure might reside.

Charge 3. Develop a ballot for Council to give NTT ranked faculty the vote in Council. NTT ranked faculty have a variable voting privileges in their divisions. Some vote in Faculty meetings on all matters some are not invited to Faculty meetings. Council can vote to give NTT faculty voting rights in Council resulting only in a change in Council's rules. More extensive uniform voting rights require MU faculty vote and even a change CRR which requires a system vote.

## ***Accomplishments***

1. A Promotion and Tenure Task Force was formed by the prior Faculty Affairs Subcommittee (2011 - 2012). The chair of the P&T Task Force met with the current Faculty Affairs Subcommittee, and the charges were clarified.
2. A ballot to grant NTT faculty status, give them the vote on campus wide ballots, and give NTT representatives voting rights on faculty council was prepared, passed by faculty council, passed by faculty, and finally passed by the Curators of the University of Missouri.
3. A two resolution motion was brought to Faculty Council concerning the NSEI. The second resolution, which called for Chancellor Brady Deaton to restore NSEI to its original state and

follow CRR, passed faculty council.

4. Faculty Affairs met and made the recommendation that CRR be followed with respect to who may vote in campus wide ballot issues, specifically that administrators whom CRR allows to vote should be included in the distribution of ballots.

### ***Future Suggestions***

1. General issues of shared governance, and lack thereof, should be pursued.
2. CRR 300.010.F.1.b should be examined. Is this CRR being followed? What is its purpose? What exactly would this “Academic Regulations Committee” be? Similarly for 300.010.F.1.a.
3. An investigation of matters relating to NSEI should be initiated, as per the first resolution described in Accomplishment 3.

### **300.010.F Faculty Participatory Authority and Functions in Campus Governance**

1. Participatory authority and functions of the faculty are expressed through faculty involvement in the campus committee structure including those committees which govern academic and administrative matters affecting the campus, faculty and students. The faculty participates in the selection of administrative officers. The faculty participates in the monitoring of administrative and academic operating procedures. These participatory functions of the faculty are articulated as follows:
  - a. The faculty, through its elected representative structure, the Faculty Council, nominate faculty members to participate in a specially designated body currently called the University Assembly which is charged with advising the chancellor on matters mutually affecting all constituencies of the University (faculty, students, administration, and non-academic employees), and nominating members to campus-wide standing committees. The participation of the UMC faculty in this Assembly will represent faculty participation to the extent that the domains of faculty primary and direct authority are not infringed upon.
  - b. An Academic Regulations Committee shall be established consisting of representatives of the Faculty Council (which may be the Executive Committee) and campus administration. This committee will assume responsibility for the development and monitoring of campus standard operating guidelines which, after approval by the Faculty Council, administration, and students where appropriate, shall be published as “Academic Regulations Manual.” These guidelines will cover the academic schedule of

studies and examinations, calendar, academic procedures and policies and campus governance and shall be consonant with these Bylaws. This committee will meet regularly to monitor these guidelines and to coordinate the need for modification and changes.

c. The Faculty Council will nominate faculty members to participate in ad hoc committees, including Search and Screening Committees for campus administrators and academic officers.

2. The faculty representatives to the University Assembly and the Academic Regulations Committee will report to the Faculty Council at appropriate intervals.