

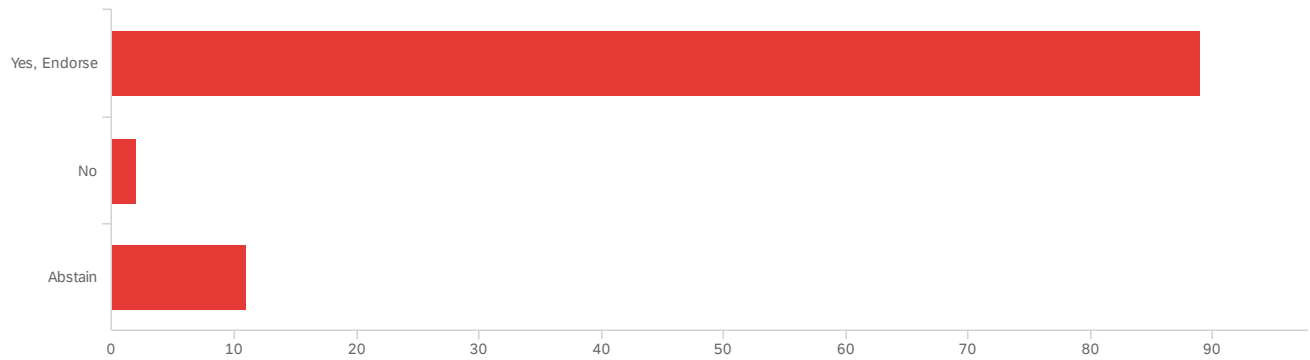
*FA Voting Items (April 27, 2022)*

May 13, 2022 10:21 AM EDT

Item 3: Faculty Handbook Revision: Please vote to endorse the revisions to sections 5 (Criteria), 6 (Reappointment), 8 (Tenure), 9 (Promotion), 10 (Faculty Scholarship Funding), 11 (Sabbatical) and Revisions to the Career Development Process recommended by the Handbook Revision Task Force.

Please be reminded that the endorsement vote for EACH OF THE sections revised by faculty (as stated above) is based on the first level of review "for the sections revised by faculty", but that the each section will also have to be reviewed again (as necessary) after subsequent (AFT, administrative, legal) review. Any material changes to any of the aforementioned sections will be shared with the Task Force and faculty for further endorsement.

## Section 5: Criteria for Reappointment, Promotion and Tenure

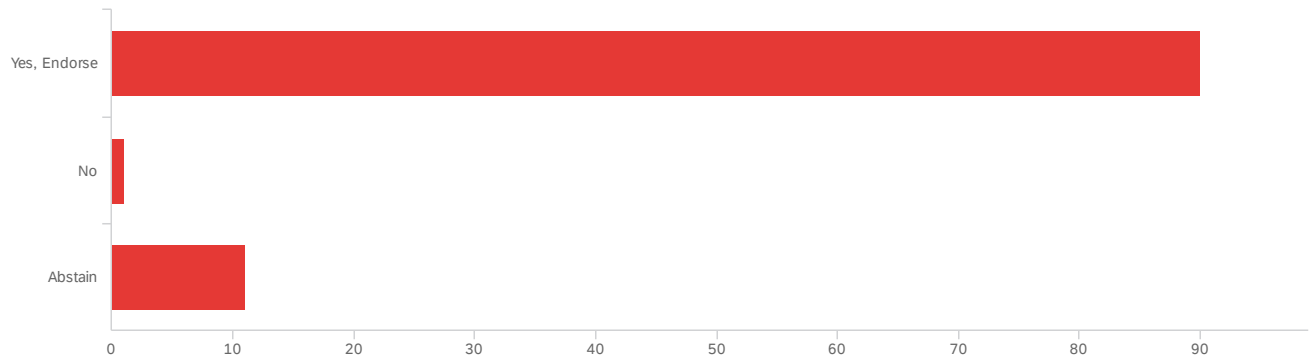


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Section 5: Criteria for Reappointment, Promotion and Tenure	1.00	3.00	1.24	0.63	0.40	102

#	Field	Choice Count
1	Yes, Endorse	87.25% 89
2	No	1.96% 2
3	Abstain	10.78% 11
		102

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## Section 6: Renewal of faculty contracts (tenure track)

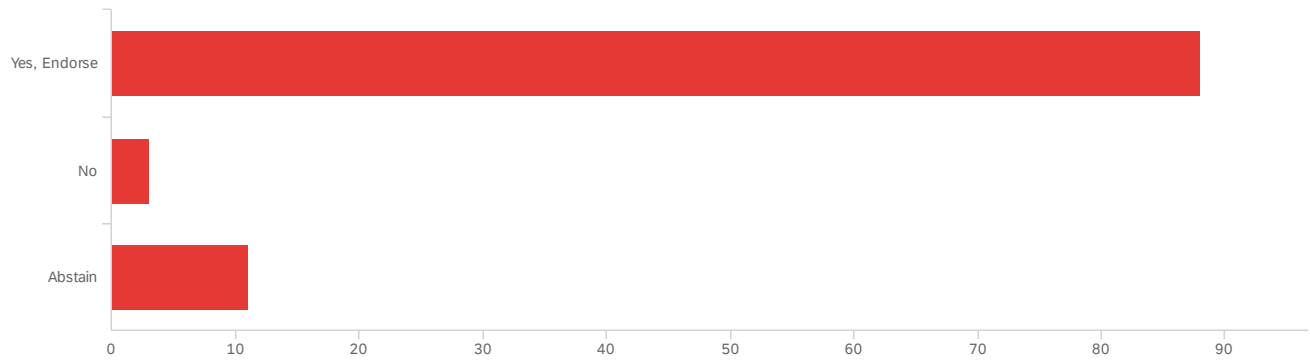


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Section 6: Renewal of faculty contracts (tenure track)	1.00	3.00	1.23	0.62	0.39	102

#	Field	Choice Count
1	Yes, Endorse	88.24% 90
2	No	0.98% 1
3	Abstain	10.78% 11
		102

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## Section 8: Tenure

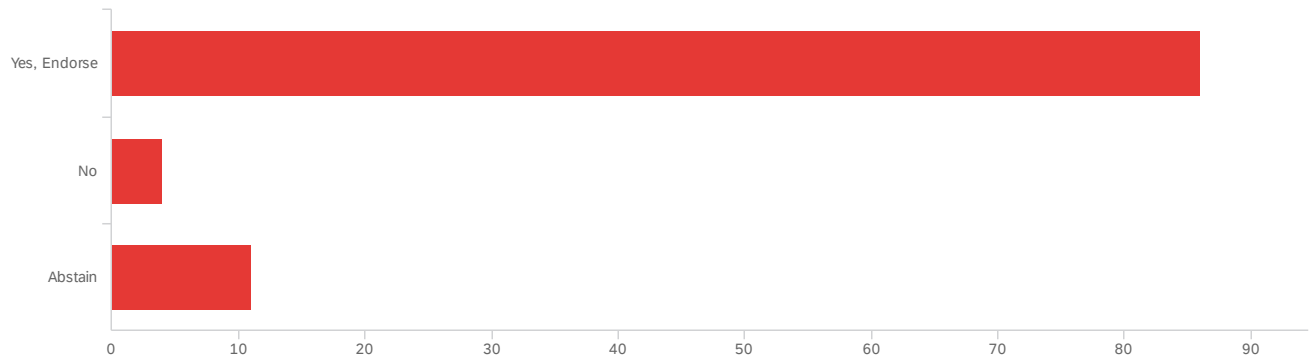


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Section 8: Tenure	1.00	3.00	1.25	0.63	0.40	102

#	Field	Choice Count
1	Yes, Endorse	86.27% 88
2	No	2.94% 3
3	Abstain	10.78% 11
		102

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## Section 9: Promotion

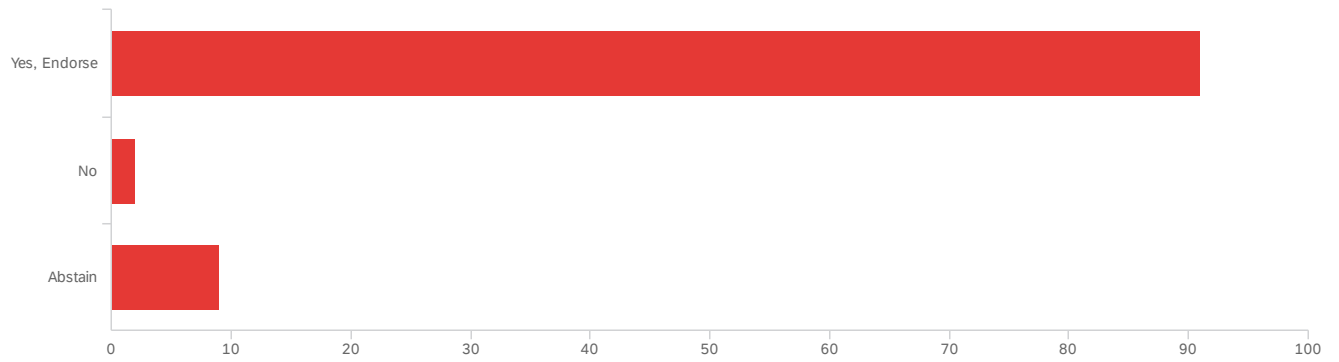


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Section 9: Promotion	1.00	3.00	1.26	0.64	0.41	101

#	Field	Choice Count
1	Yes, Endorse	85.15% 86
2	No	3.96% 4
3	Abstain	10.89% 11
		101

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## Section 10: Faculty Scholarship Funding

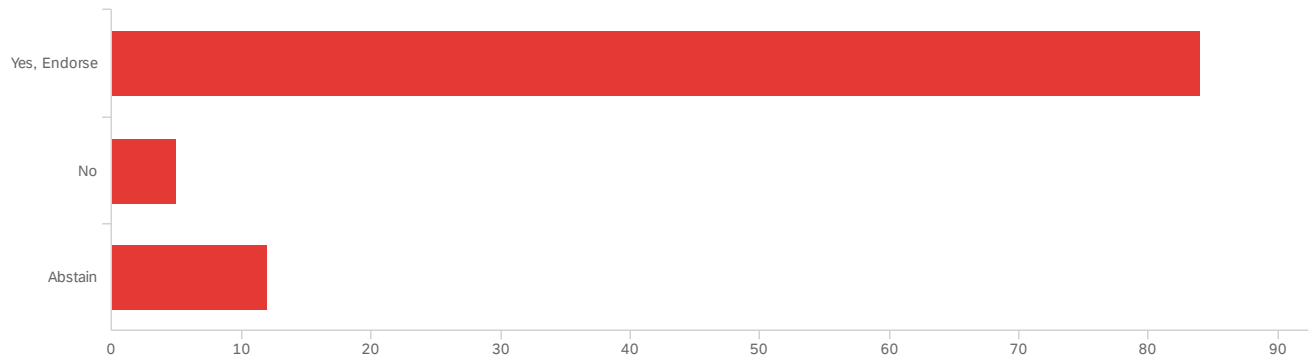


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Section 10: Faculty Scholarship Funding	1.00	3.00	1.20	0.58	0.33	102

#	Field	Choice Count
1	Yes, Endorse	89.22% 91
2	No	1.96% 2
3	Abstain	8.82% 9
		102

Showing rows 1 - 4 of 4

## Section 11: Sabbatical

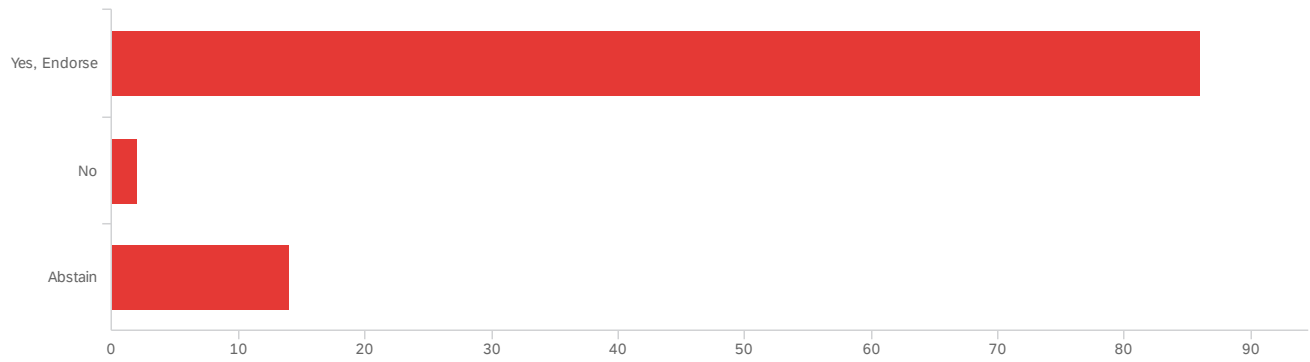


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Section 11: Sabbatical	1.00	3.00	1.29	0.67	0.44	101

#	Field	Choice Count
1	Yes, Endorse	83.17% 84
2	No	4.95% 5
3	Abstain	11.88% 12
		101

Showing rows 1 - 4 of 4

# Career Development Process



#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Career Development Process	1.00	3.00	1.29	0.69	0.48	102

#	Field	Choice Count
1	Yes, Endorse	84.31% 86
2	No	1.96% 2
3	Abstain	13.73% 14
		102

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# Comments (please note that these comments may be shared with faculty and administration)

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I want to reaffirm the value of service as it relates to deliberations on sabbatical leave. Those who devote time to service need a reprieve to do their research.

Regarding Sabbatical, we all hope this is a temporary revision, since the policy must change. Sabbatical isn't a gift; it's a significant part of what academic is, and it benefits everyone, most importantly the students, as well as the college's reputation, especially as research is required of all faculty. Sabbatical cannot be competitive; faculty should be given a fair change to get their Sabbatical leave; and one-term leave should be treated differently than one-year (e.g. a wait time of 3.5 years between one-term Sabbatical leaves), especially if one-term wasn't the choice of the candidate but was forced upon him/her by the college.

The process for determining who receives a sabbatical is an affront to the faculty who conduct high-quality scholarship. A sabbatical is an acknowledgement that a faculty member is conducting quality research and needs time to do the work, not a "reward" for having done service for the College.

For professional responsibility, it would be very helpful to have a 360 degree performance letter to keep it objective about the person's professional behavior. There have been many instances of extremely rude behaviors, incessant criticisms, excruciatingly demeaning comments, bullying and incivility by people who are now tenured and promoted. There has to be a way to hold them accountable for these actions. And one way would be to include such criteria in promotion and tenure. This is not to punish people but to help them stay aware of professional ethics and in the end for their own and the College's well being. Hope it will be considered.

I really appreciate the committee taking into consideration that external reviewers need to be notified in advance. However, it is very important that the committee follows-up with Lisa Cassidy's suggestion of how to deliver the materials to external reviewers, following the same procedure that other institutions use. Please. do follow-up with her to incorporate these changes into the revised document. Thank you.

A big thank you to the task force:)

The sabbatical section is much easier to follow now, thank you. But it does not make sense that sabbatical be contingent on service that is ranked. This gives faculty a false sense that they will get a sabbatical if they do tons of service, but that is not the case, they only get a "chance" and it will depend as we all know on favoritism. The new criteria help but do not fully solve the problem. My unit voted overwhelmingly for service to be considered but not ranked. Why was this not considered? In good conscience I cannot support this version of Section 11 as it seems to favor only one constituency among our faculty and not the majority of us.

Cannot fully endorse, though the updates are a major improvement. But each has some deficiencies.

Make sure to contact faculty about career development at least a year ahead of time. It's a process that should not be rushed last minute, which just adds unnecessary stress to the faculty and produces subpar applications.

Overall I approve and vote to endorse, as I think this is a fair and thoughtful approach to the matters at hand. I do, however, have but one pressing concern regarding the issue of Professional Responsibility. I do not think it is quite good enough to say that it is not counted for tenure or promotion and that it should only be in the hands of administration. We have sexual harassers and predators on our campus, in our classrooms, as colleagues and as professors, for their entire careers because Professional Responsibility was not taken seriously. We have bullies as colleagues as well. I would like you to reconsider and please at least make a plan that would keep Professional Responsibility in the consideration so that if someone has been found to violate a college policy on sexual harassment (and similar) or other forms of ethics violations would not be eligible for tenure or promotion. This should be a YES or NO section. If one is found to have MET professional responsibility and acts appropriately, ones packet moves forward. If one has NOT MET this criterion, and this is shown by having been recognized as having violated college policies, then ones packet can NOT move forward. Faculty should not be rewarded with tenure or promotion if they have not met this criterion. This section was handled poorly before, and I am afraid that this new approach will continue this tradition. Please KEEP PROFESSIONAL RESPONSIBILITY as a criterion and make it count in this way. That way the administration is responsible for finding a violation, and the outcome is more appropriate and ethical. Please no more sexual harassers or bullies. We have endured enough of them and now have to for the rest of our careers as well!

Comments (please note that these comments may be shared with faculty and ad...

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I am not convinced that the changes are preferable to what already exists in most cases. Neither am I convinced that they are worse, so I have abstained. However, I strongly disagree with tying sabbaticals to service. Sabbaticals are not rewards. They should be given based on the need for self-improvement and rest, but barring that, they should be given based on the quality of the project and on the faith that the project will be completed.

**End of Report**