Final report of the Ad Hoc Committee to
Recommend Code Changes to Integrate USU-CEU

Charge to the Ad Hoc Committee (September 2010)

With the merger of USU with the College of Eastern Utah (CEU), parts of Section 400 of the USU Policy Manual (commonly called "the faculty code") needed to be modified to accommodate USU's new colleagues. Indeed, changes were also needed to reflect the growing number of USU faculty located in sites other than Logan and incorporate important re-wording of Section 407.2.1 (5), based on dialogue begun as a result of the Northwest Commission on Colleges and University's recommendation to review USU's pre-tenure/post-tenure faculty mentoring and evaluation policies and procedures for improvement.

Thus, the committee received a charge to review Section 400 and recommend changes. In making this review, the committee needed to keep in mind increasing the excellence of USU as a whole; reinforcing the Land Grant mission to increase educational opportunities for Utah citizens; the existing and possible future structure of USU's system of regional campuses; the "Memorandum of Understanding" that provided the framework for the creation of USU-CEU; and the discussions held with CEU faculty and staff over the past year. Another aspect of the review was to address the larger question of the promotion and tenure process for faculty with role statements where "instruction and teaching" is the primary area of emphasis. Also, the review was to include the creation of a "new" category of faculty in career and technical education. The final report can be found here: http://www.usu.edu/aaa/acc/USU_CEU_CTE_Discussion_Paper_Final.pdf. The review also needed to include Faculty Senate reapportionment.

Report

Section 400 of the code was reviewed and updated by the Ad Hoc Committee. This committee had considerable Faculty Senate experience as well as experience with the code. The Ad Hoc Committee both proposed code changes and examined them closely to ensure they were in the best interests of the faculty and the university. This was done section by section, producing Version 1 of the proposed code changes. These were then reviewed all together to produce Version 2 of the proposed code. This version showed both the original code language and the proposed code changes. It was reviewed and discussed in two Special Faculty Senate meetings on March 17th and 18th, each lasting 1 1/2 hours. To prepare for these meetings, Version 2 had been emailed to all Faculty Senators ten days prior to the first of these special meetings. It was also posted on the Faculty Senate website. Together, these meetings were attended by about half of the senators, as well as by members of both the Ad Hoc Committee and the Professional Responsibilities and Procedures Committee (PRPC). Senators at sites outside Logan participated in the meetings by Interactive Video Conferencing [IVC]. As a result of the Faculty Senate review, some of the proposed changes were modified and an updated version of the proposed code, Version 3, was created. As with the previous version, it was distributed by email and placed on the Faculty Senate website.

Version 3 of the proposed code was an action item for the Faculty Senate on April 4th. Each of the seven sections of the code was presented separately and an opportunity made available for discussion. Each section was accepted and eventually passed with a unanimous vote. Discussion occurred on Sections 403 and 405. These discussions led to a few more changes. In addition, at the
beginning of the meeting, a list of "editorial" changes was distributed and a motion approved to incorporate them into this first reading. The changes arising from these discussions and the editorial changes were applied to Version 3, creating Version 4, constituting the revised first reading that was passed by the Faculty Senate. The final vote on Version 4 was taken at the April 25th meeting of the Faculty Senate.

All but one of the code changes needed to integrate USU-CEU were passed (see Future Considerations, External Review Letter); USU-CEU was included in a reapportionment of Faculty Senators and in the Senate’s standing committees. In the process, issues involving RCDE were included in the code. The code was also updated to account for the revised administrative chain of command and some anachronisms. After approval by the Faculty Senate the proposed code went to the President and then to the Board of Trustees. After their approval it was posted on the Human Resources website as part of the USU Policy Manual (http://www.usu.edu/hr/htm/policies). The specific sections modified as a result of the actions of the Faculty Senate can be found at the following links:

401: Composition and Authority of the Faculty
402: The Faculty Senate and Its Committees
403: Academic Freedom and Professional Responsibility
404: Faculty Appointments
405: Tenured and Term appointments: Evaluation, Promotion, and Retention
406: Program Discontinuance, Financial Exigency and Financial Crisis
407: Academic Due Process: Sanctions and Hearing Procedures

Future Considerations

After this extensive review process some recommendations for future code considerations were evident. Three important recommendations concern external review letters, review of the Code Review Committee recommendations for Section 407, and term faculty. These items were referred for study and potential future action by the Faculty Senate and its committees.