

Motion :

Given that the reorganization in moving forward and that we cannot operate under a handbook that does not match the organizational structure, a motion to delete college specific appendices to the University Faculty Handbook is set forth.

The University Faculty Handbook is a handbook for the university faculty as a whole and should provide clear and guidelines for faculty. The college specific appendices might not be appropriate for a University Faculty Handbook at all, but academic reorganization has rendered them unenforceable as of August 2025 and unhelpful as policy documents.

Therefore I move to delete Appendix F: Rules of Order for the College of Arts and Sciences Faculty Faculty Council (CASFC) and CAS Faculty committees; Appendix G: Rules of Order for the College of Business (COB) Faculty Council (COBFC) and COB Faculty committees; Appendix H: Rules of Order for the College of Education (COE) Faculty Council and COE Faculty Committees; Appendix I: College of Arts and Sciences (CAS) Promotion and Tenure Procedures; Appendix J: College of Business (COB) Promotion and Tenure Procedures; and Appendix K: College of Education Promotion and Tenure Procedures from the University Faculty Handbook.

All of the above Appendices offer guidelines and rules for colleges that have been changed fundamentally by academic restructuring. Given that the faculty composition (and in two cases the names) of all three colleges have been fundamentally changed many of the rules and procedures cannot be implemented or enforced at the college level as of the academic year 2025-2026.

Given that all college level rules and procedures must comply with university rules and procedures and that the University Faculty Handbook addresses committees and tenure and promotion, these Appendices are either redundant (because they are the same as the University Faculty Handbook) or inapplicable (because they were written as guidelines and procedures for a faculty body and/or college that no longer exists).

- For example, Appendix H describes college committees that likely will only apply to education faculty (e.g. the Clinical Collaboration and Partnerships Committee) that likely will not require participation of faculty from Athletics or Nursing and therefore might not be a college committee. In addition, it calls for monthly meetings for the college with mandatory attendance. It might not be necessary for all faculty of the new college to meet monthly.
- In Appendix G Section 9.2.1 the purview of the Academic Policy and Admissions Committee is defined as “Decide and establish admission criteria for both Undergraduate and Graduate programs in the College of Business.” Since there will not be a College of Business, faculty in the new college will have to determine if there will be an admission process for economics or math and if it will be the same as that for Business. If not, this committee might not be a college committee. (Obviously the work of both of these committees is necessary, but possibly not as college committees.)
- CAS is establishing schools that will group some departments (but not all) and it is unclear what work is supposed to be done at the school level. If the University Faculty Handbook has College level appendices, Appendix F should address reorganization.

Reorganization has redefined whether an issue, responsibility, or policy should be considered at the scale of the academic program, the department, the school or the college and existing documents cannot clarify these issues.

Those decisions regarding what committees and work should be done by programs, departments, schools or colleges should emerge from inclusive discussions with faculty within each college. If faculty feel that the policies and procedures established do not comply with the University Faculty Handbook should contact the Provost and the chair of the UFC.

The Promotion and Tenure criteria described in Appendix J and Appendix K are specific to more homogeneous faculty groups and are concerned with the demands of disciplinary specific accreditation issues and are not appropriate to colleges with multiple disciplines. For example, Health and PE faculty will not be able to provide most of the kinds of evidence identified. Similarly, Appendix J reflects the norms of business as a discipline, which emphasize publications in specific kinds of journals, which do not reflect the very different expectations in computer science, which values juried conference presentations over publications, for example. As written, the appendices are not appropriate for interdisciplinary colleges.

All colleges will need to determine what is appropriate for a college level P&T process in the new organizational framework and how to navigate the role of programs, departments, chairs, P&T committee members, and deans. But the existing documents cannot be fairly applied to all faculty in the new colleges. It is more appropriate to start from scratch (with the text that applies to all University faculty) than to try to fit moved departments into pre-existing language and processes. I move to delete Appendix I in the spirit of solidarity, but also because we should not assume that the CAS P&T model as it stands will work with the new university structure.

The main body of the University Faculty Handbook says relatively little about P&T and directs faculty to look at the Appendices, which now describe faculty constellations that do not exist. As such we need to remove the Appendices and should look to replace with more details in the handbook itself and/or develop college specific criteria policies/procedures.