

**Report on Proposed Changes to the *Faculty Handbook*
And the *Manual for Faculty Evaluation*
Recommended by the Faculty Affairs Committee of the Faculty Senate
And Adopted by the Faculty Senate**

February 7, 2011

RESOLVED, that section 3.10 of the *Faculty Handbook* is revised by inserting this text as a new paragraph between the existing two paragraphs.

An associate professor should consult with his or her department head before initiating promotion procedures. The final decision on proceeding rests with the faculty member. However, if the faculty member is denied promotion after completion of the process described in the next paragraph, then he or she must forgo at least one full promotion cycle before again initiating promotion procedures.

Status: This proposal will be presented to the Board of Trustees for approval and, if accepted, will become effective at the start of the following academic year.

March 7, 2011

RESOLVED, that section 1.1 of the *Faculty Handbook* is revised by inserting into the second paragraph the sentence “The university does not discriminate on the basis of sexual orientation or gender identity in provision of educational or employment opportunities” so it read in full as:

As the state’s leading comprehensive research and land-grant institution, UT’s primary purpose is to move forward the frontiers of human knowledge and enrich and elevate society, as further elaborated in its Mission Statement. The university does not discriminate on the basis of race, gender, color, religion, national origin, age, handicap, or veteran status in provision of educational opportunities or employment opportunities or benefits. The university does not discriminate on the basis of sexual orientation or gender identity in provision of educational or employment opportunities. The institution welcomes and honors people of all races, creeds, cultures, and sexual orientations, and values intellectual curiosity, pursuit of knowledge, and academic freedom and integrity. Faculty prepare students to lead lives of personal integrity and civic responsibility.

Status: The Office of General Counsel has offered alternative wording that fulfills the same intention which better reflecting the language in an existing human resources policy. This alternative wording will be considered in a new resolution presented to the Faculty Senate early this year. If this revision is accepted by the Faculty Senate, the Office of General Counsel will most likely be able to recommend administrative approval of the revision as simply a recitation of existing HR policy. .

March 7, 2011

RESOLVED, that section 1.4.1 of the *Faculty Handbook* is revised by replacing the third paragraph in full with the following text.

Deans are appointed after an internal or external search conducted according to guidelines published by the Office of Equity and Diversity (OED). The chief academic officer selects the chair of the search committee from outside the college and appoints members of the committee from persons nominated by tenured and tenure-track faculty members of the college. A majority of the search

committee is composed of tenured and tenure-track faculty members of the college, chosen to represent a balance among the academic areas of the college. The committee may include representation from non-tenure-track faculty members, departmental staff members, students, and where appropriate faculty members from outside of the college, as covered by collegiate bylaws. According to university requirements for upper-level searches (department head and above), membership of the search committee must be diverse, particularly in terms of gender and race.

Status: The Office of General Counsel will recommend to President DiPietro that the change to the Faculty Handbook be approved administratively because the proposed change is a procedural issue that is not in conflict with established Board of Trustees policy.

March 7, 2011

RESOLVED, that section 8.1 of the *Faculty Handbook* is revised by deleting the previous text and replacing it with the following text so it read in full as:

The Faculty Senate Faculty Affairs Committee may initiate a proposed revision to the *Faculty Handbook*, after consultation with the chancellors of UTK and UTIA. Each recommendation of the Faculty Senate Faculty Affairs Committee will be presented to the Faculty Senate Executive Council in the form of a resolution briefly outlining the reason(s) for the proposed revision and specifying the precise change(s) to be made. With the acceptance of the Faculty Senate Executive Council, the resolution will be presented for consideration and action at the next meeting of the Faculty Senate. Adoption of the resolution by the Faculty Senate constitutes a recommendation of the Faculty Senate to the chancellors for revision of the *Faculty Handbook*.

Status: The Office of General Counsel will recommend to President DiPietro that the change to the Faculty Handbook be approved administratively because the proposed text is a clarification of procedures that does not conflict with established Board of Trustees policy.

March 7, 2011

AND IT IS FURTHER RESOLVED, that the final paragraph in the Introduction to the *Manual for Faculty Evaluation* would be revised so that it would read in full as:

Revisions to the *Manual for Faculty Evaluation* are made in consultation with and the approval of the Faculty Senate Faculty Affairs Committee and the Faculty Senate Executive Council for final approval by the full Faculty Senate. Each recommendation of the Faculty Senate Faculty Affairs Committee will be presented to the Faculty Senate Executive Council in the form of a resolution briefly outlining the reason(s) for the proposed revision and specifying the precise change(s) to be made. With the acceptance of the Faculty Senate Executive Council, the resolution will be presented for consideration and action at the next meeting of the Faculty Senate. Adoption of the resolution by the Faculty Senate constitutes a recommendation of the Faculty Senate for revision of the *Manual for Faculty Evaluation*.

Status: The Office of General Counsel concurs that the proposed text is a clarification of procedures that does conflict with established Board of Trustees policy.