

Redbook Committee Report for the March Faculty Senate Meeting

A. The RBC met February 8 with the School of Nursing's Personnel Document Committee and responsible dean, Sara Robertson. The meeting included discussion of RBC's initial review of the SON's revised Personnel Document to hear an overview of from SON about their approach to and needs in personnel reviews. SON decided to consider the RBC's initial comments and to further revise their document with a goal of resubmitting the revisions to RBC before the March 8 RBC meeting.

B. The RBC's recent reviews of the SON's and Medical School's personnel documents identified two issues that RBC is looking into:

1. The Redbook Minimum Guidelines states that normally all full time faculty (tenure-track, tenured and term) are evaluated on research, service and teaching. Deviations are possible based on the annual work plan. However, for promotion to associate professor candidates must be evaluated on all three areas.

RBC is not sure that all unit bylaws are compliant with this requirement. RBC is looking into developing a survey to find out both what each unit is doing on this issue, and what they would prefer to do.

One notable specific issue related to this is that Term Faculty are frequently being hired to focus in only one area (usually teaching, or service—for clinical faculty). As such, they would have no opportunity for promotions. Is this appropriate with UofL being committed to making the University a "Great place to work" ?

2. Medical, Nursing and Dental Schools greatly exceed the Redbook requirement for no more than 50% of the full time faculty being term faculty. A large number of term faculty appear to be strictly clinical with 100% of their effort being classified as service.

RBC also is looking into developing survey questions in addition to questions on Issue 1 above both as to what units are doing and what they would like to do.

Questions needing answers before RBC can propose solutions are:

- What maximum percentage of term faculty makes sense in terms of the goals of the University and the Faculty (who have jurisdiction on Faculty personnel issues)?
- Would it make sense to reclassify clinical faculty as Staff Clinicians? For instance, there are Staff Scientists in the Conn Energy Center who prefer being staff to being faculty. They even receive grants and direct PhD students.

C. An additional issue identified in Minimum Guidelines is that while Periodic Career Reviews are required for tenured faculty every five years, Term Faculty are also required to have career reviews before their contracts can be renewed. Of three personnel documents reviewed, two do not described career reviews for Term Faculty, and the third says they are reviewed every 5 years (which is in conflict with the maximum Term contract being three years.)

D. Late last Spring the Faculty Senate recommended BOT approval of amendments to the Kent School Bylaws. The VPFA asked RBC if it wished to consider changes that had been made to these Bylaws in advance of BOT review and approval. The VPFA feels these changes improve clarity and are cosmetic, in which case there would not be a need for another vote by the Faculty Senate. Note that the President can revise bylaws in areas that do not affect governance. The RBC recognizes that the intent of the changes was cosmetic. However, RBC noted two rewordings that did change governance. We believe these changes were unintentional and have made the VPFA and Kent School Bylaws Committee aware of these issues.

A future RBC report will include the redlined version of the changes that are sent to the BOT.

Submitted by,
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