

Redbook Committee Issues for Executive Committee

15 February 2023

- Redbook Minimum Guidelines: Ambiguous language on promotion & tenure
- Units' lack of compliance with percent Term vs. Tenure-Track faculty
- Redbook Committee Report: Update on Kent School Bylaws

REDBOOK AND FACULTY SENATE BYLAWS COMMITTEE

Committee Charge from the Faculty Senate Bylaws

RESPONSIBILITIES AND FUNCTIONS

1. To advise the Faculty Senate and its committees on matters concerning The Redbook.
2. To recommend changes in The Redbook to the Faculty Senate, including changes, which will keep The Redbook internally consistent with current administrative structures.
3. To examine all merit, appointment, promotion and tenure documents and unit bylaws to ensure consistency with the Minimum Guidelines Documents.
4. To study all Minimum Guidelines Documents and to make recommendations to the Faculty Senate concerning the same.
5. To review regularly and to recommend changes to the Faculty Senate Bylaws as to their currency, internal consistency and consistency with The Redbook.

Ambiguity of Redbook Minimum Guidelines for Promotion to Associate Professor and discussion on actual and preferred practice by the Units

- The Redbook Minimum Guidelines IV.E requires proficiency in research, service and teaching for each promotion to Associate Professor, regardless of percent effort on their AWP.
Candidates are required to exhibit broad proficiency in all areas, so as to show continuing promise to develop their individual strengths.
- However, MG IV.E (above) seems to conflict with MG II.C
*Proficiency in all three areas shall **normally** be required of all faculty members, unless responsibility for some area or areas is excepted in the unit document or specified in writing at the time of the initial appointment, or within ninety days of the effective date of these guidelines. **Evaluations must consider only those areas of activity** for which the approved annual work plan indicates a faculty member's responsibility.*
- The title of MG IV is “Promotion and Tenure”. The title could mean promotion with tenure, or any promotion whether or not tenure is involved.
- The Minimum Guidelines appendix was first introduced in 2001-2 and has not been amended since.

Ambiguity of Redbook Minimum Guidelines for Promotion to Associate Professor and discussion on actual and preferred practice by the Units

- This dual meaning complicates Redbook Committee reviews of unit personnel documents
- What are the units doing, and what would they prefer to do?
- Is Administration aware of and how are they dealing with the contradictory language?
- Should we survey unit administration and/or faculty about this issue?

Term Faculty exceed the maximum number per unit permitted by the Redbook

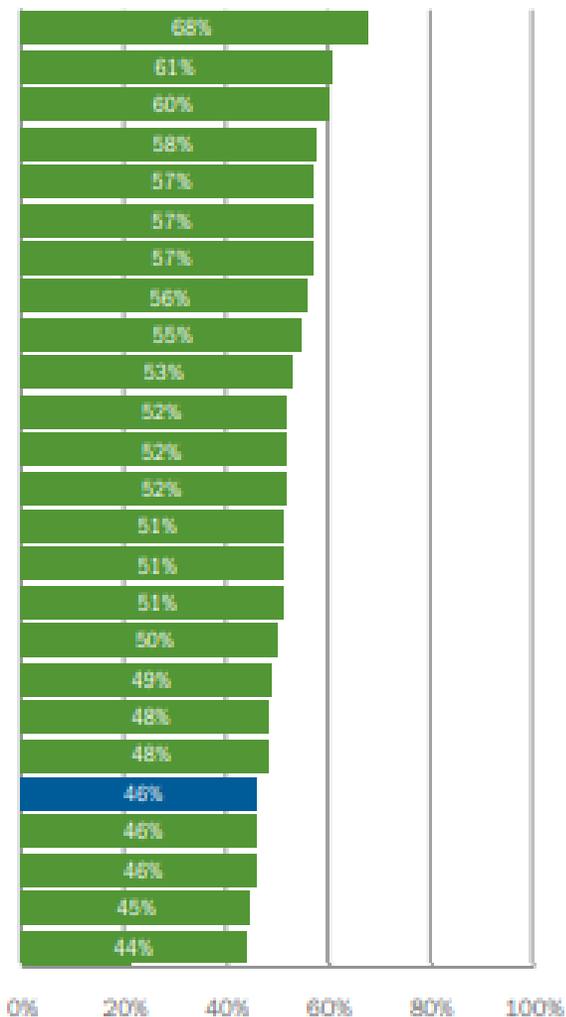
- SON: 56 Term and 18 Tenure or Tenure Track
(Enough to vote to never hire another tenure track faculty member)
- Term faculty originally suggested a term-limited appointment that was only infrequently renewed (for instance, at U. Georgia: *Any request for reappointment of limited-term faculty beyond the second year requires strong justification and pre-approval by the Provost ...*)
- Nationwide the number of contingent faculty continues to grow (see chart)
- How can UofL operate when it is out of compliance with its own rules?
- How are Administration, the Units and Faculty addressing, or would like to address this?
- Should we survey unit administration and/or faculty about this issue?

Term and Part time Faculty by University for 2013

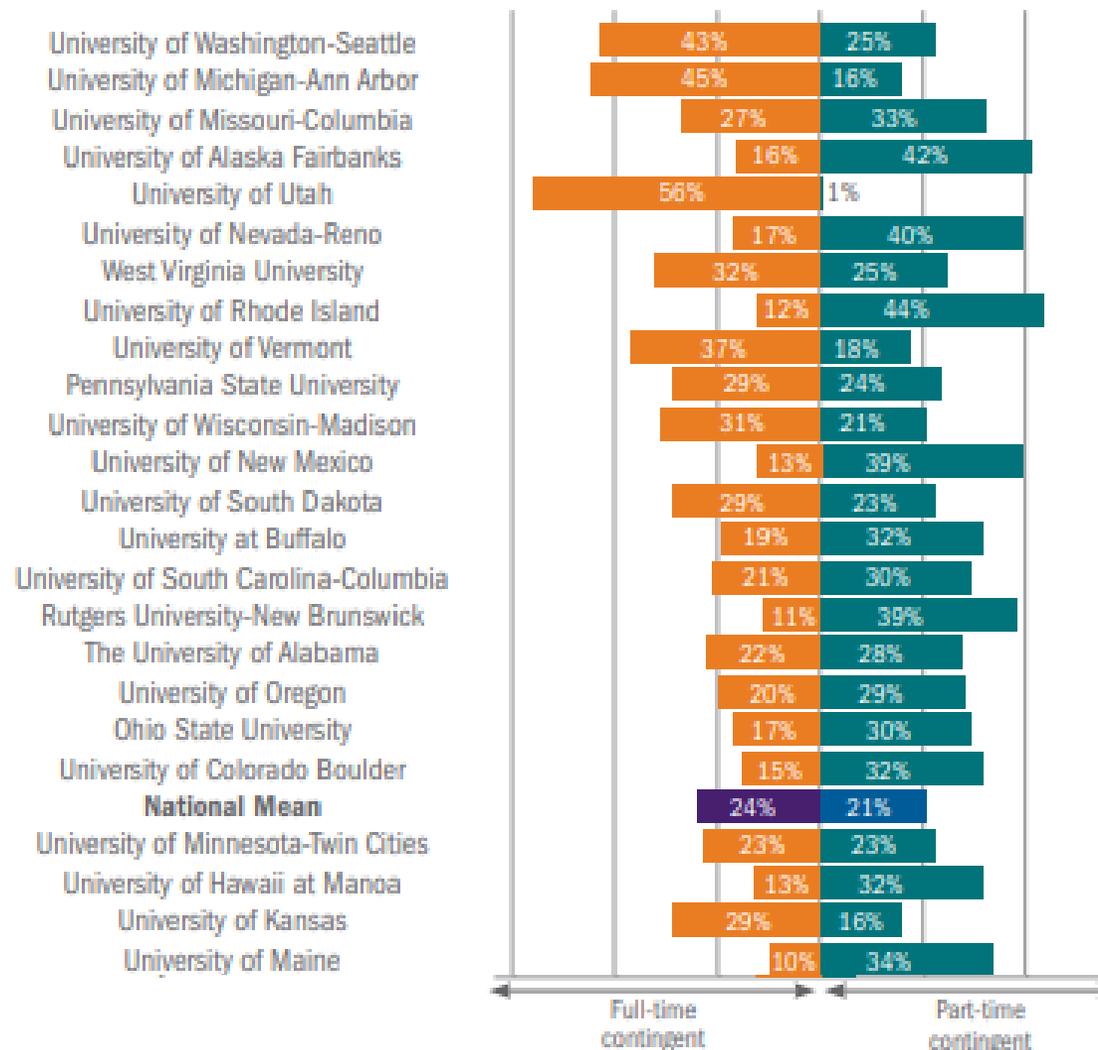
From 2016 TIAA report

<https://www.air.org/sites/default/files/downloads/report/Shifting-Academic-Workforce-November-2016.pdf>

Contingent faculty share of instructional faculty, by flagship institution, FY 2013

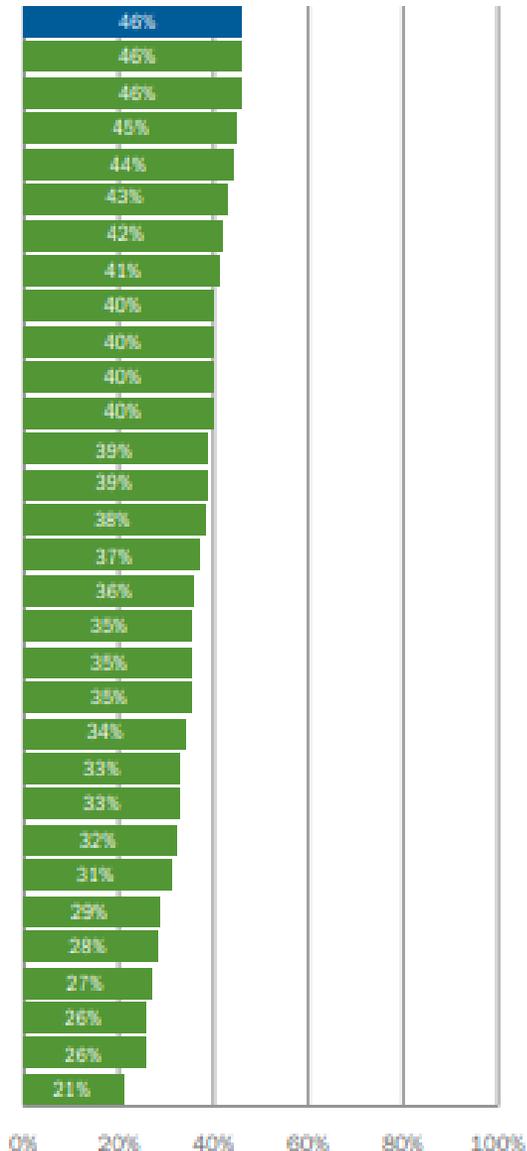


Full-time versus part-time contingent faculty share of instructional faculty, by flagship institution, FY 2013

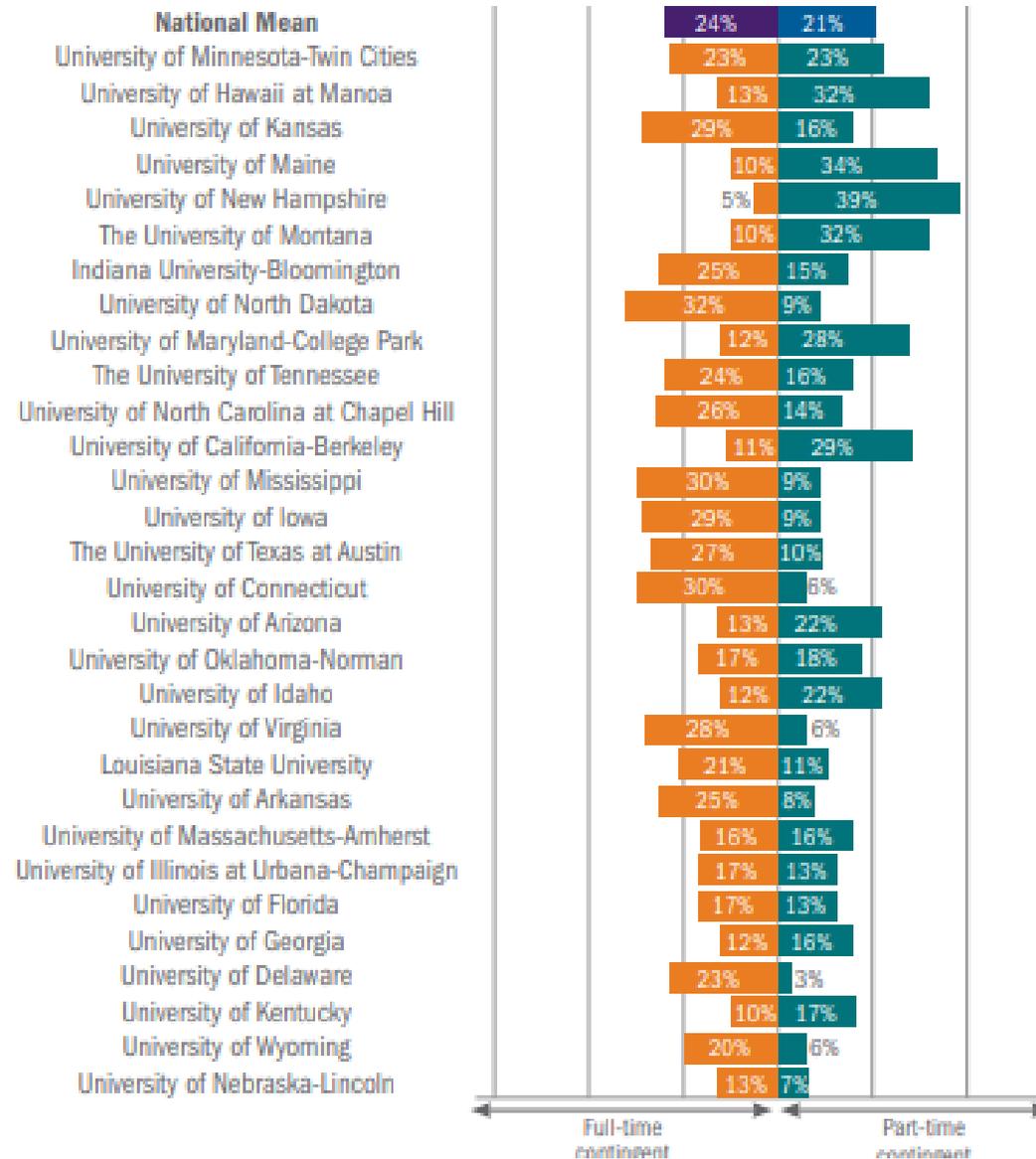


Term and Part time Faculty by University for 2013 (continued)

Contingent faculty share of instructional faculty, by flagship institution, FY 2013



Full-time versus part-time contingent faculty share of instructional faculty, by flagship institution, FY 2013



Additional News Update from the Redbook Committee

- RBC received from the VPFA redlined markups of the Kent School Bylaws as approved by FS May 2022
- These markups were intended to be cosmetic to improve clarity.
It appears that in so doing two of the passages did (somewhat) change the rules of governance.
- RBC has been considering revised wordings that maintain the original intent
- If the document is corrected in a way that the original intent is recovered, then there would be no need to bring this document to FS or the Kent School for additional debate
- RBC has spent very little time on this issue and expects it to be resolved very shortly.