
On-hold issues (ready to work on in early 14-15 year)

1. LGBTQ Commission in Fac Manual: MBK met with the Communication and Outreach subcommittee of the LGBTQ Task Force on September 5 2013. MBK gave them a draft (straw man) section to develop further. This is deferred until the LGBTQ Task Force returns with feedback.

2. College splitting – especially related to HEHD – From Sarah Griffin:
   Proposed redefinition of colleges in Part II Section F is on hold pending Board of Trustees action. This can be found in the December 2013 Faculty Senate Agenda

3. PTR – rolling horizon for PTR – MBK has draft and comments. Deferred not because it is a bad idea, but to see how Interim Provost Aziz works to reanchor annual evaluations

Upcoming issues

4. Faculty Ranks:
   a. New ranks / endowed chairs
      From Kelly: “The FM needs some tidying up in terms of what positions are described in there. For example, it does not mention Nadim Aziz's current position (Vice Provost) at all.”
      From MBK: This probably is only partly addressed by the Task Force.
   b. Lecturers: some discussion at Faculty Ranks task force
      From Kelly: “It needs to be clarified in the FM whether lecturers can vote in college elections (for senate elections in particular).”
      From somewhere else:
      • Promotion and reappointment for lecturers – documentation of procedures in department by-laws may not exist!!!!
      • Are senior lecturers going to be on dept tpr committees for promoting to senior lecturers? Fac man change … constitution?
      • Lecturers who are not in any dept? Who evaluates them?

5. Textbook policy – related to appendices and time-limit for faculty to have approval to use their own texts

6. Committee membership:
   Fran: “The issue here is whether committees/administrators can eliminate faculty representation to a committee. There may be occasions when we want to continue membership on a committee even if we are not wanted.”
   “I've come across a printed copy of a 2011 email circulated within Faculty Senate regarding the Media Advisory Board. In 2011 then-President, Dan Warner wrote that he received a "written letter stating that the Media Advisory Board had deleted the Faculty Senate representative a couple of years back." University committees that include faculty in membership are contained in the Faculty Manual and changes to this information should be presented to Faculty Senate. I see that we still have the criteria in question, "one member of the faculty elected by the Faculty Senate", in our newest Faculty Manual (Part VII. Section G. 2.). However, the MAB webpage indicates something else: http://www.clemson.edu/campus-life/student-media/media-advisory-board.html. Can you confirm for me that Faculty Senate is no longer involved in the MAB process, because we continue to elect a representative and submit this name to the Vice President of Student Affairs to share with the committee chair and administrative support?”

7. Centenniel award committee structure documentation – look on facsen web page for current procedure.

8. Department Chairs vs Department Heads:
   From Kelly: “I know Policy had some discussions last year about whether we should switch to real department chairs instead of heads called chairs as we have it now. Ask around about the status of this and get back to me. If we are going to pursue this, we will have to get Nadim's office involved in a serious way.”
   From Monica: “And Diane, Welfare Chair already spoke to Nadim about [this]. She reported at one of the EAC meetings, that Nadim wanted to improve the current system before instituting any major changes to department chair/head structure. Nadim’s faculty mentorship program or faculty fellows might be part of addressing this. I suggest that Mary Beth speak with Diane first and perhaps this is still more of a Welfare issue before it becomes a Policy responsibility. Just a thought.”
   Aug 20 update: From Diane Perpich: “my remembered sense was that this issue was not going to get traction while the leadership shift is on-going”
   Aug 27 update: Maybe this should be considered by Jeremy King’s task force on administrative structure
Policy Committee was deferring but will discuss with Nadim based on Kelly’s request

9. Faculty Ranks:
   a. New ranks / endowed chairs
      From Kelly: “The FM needs some tidying up in terms of what positions are described in there. For example, it does not mention some positions (Vice Provost) at all.”
   Also – University Professors from Faculty Ranks is still being worked on
   b. Lecturers: some discussion at Faculty Ranks task force
      From Kelly: “It needs to be clarified in the FM whether lecturers can vote in college elections (for senate elections in particular).”
      From somewhere else:
      • Are senior lecturers going to be on dept tpr committees for promoting to senior lecturers? Fac man change … constitution?
      • Lecturers who are not in any dept? Who evaluates them?
   c. Hiring of administrators
      From Kelly: “The section on hiring of administrators will eventually need to be reworked, though this can/should wait a while. First, we should probably just refer to the BOT manual on the hiring of the president, since we don't have the authority to prescribe this process anyway. Second, there is nothing about how deans should be hired (though a FS/admin/BOT task force spent much of last year working on a process which involves non-voting BOT members - check with Jeremy about the latest on that).”
      “nothing on deans, president process inconsistent with BOT manual, etc.)” – being worked on by task force
   d. Postdocs
   e. Unappointment of administrative people

10. Program termination / rif

11. Review all Appendices

12. Changes in administrative units – merging and splitting colleges and departments:
    From Kelly: “Think about revising the FM to deal with "marriages" and "divorces" of departments and colleges (as we have had happen recently a number of times recently, sometimes at gunpoint). You might start by looking at the AAUP’s new rules on eliminating departments. And keep me posted as this might be an area where a joint task force or something is needed.”

13. Does it make sense (fac man-wise) to have college TPR guidelines?

Completed Issues

1. Part III, section E, # 3 – Includes Clemson University employees in the group eligible for appointment as adjunct faculty. Adds a requirement that adjunct appointments be reviewed and approved be departmental TPR committees. Included in 2013-2014 Faculty Manual.

2. Part V, Section E, H and I (Grievance section) – specifies dates in place of phrases such as “summer period”, “long semester”, and “first day of classes of the next long semester”. Included in 2013-2014 Faculty Manual.

3. eTPR: TPR Paperwork to an On-line System
    Larry Fredendall is working on this for Aziz. We met with him August 16, 2013. We do not see any faculty manual issues at this time. We asked that citations to the faculty manual be made, rather than quoting the language, so that updating is less of an issue. Larry will contact MBK if anything further is needed.

4. Grievance Issues

Submission of petitions – redo – expand into Review of all of Grievance procedure
Editorial changes complete to Part V and Appendices H and I. Other Grievance changes on hold

5. Outcome of faculty ranks task force, all in section III, E (special faculty ranks):
   1. Addition Proposed: add Clinical faculty
      Rationale: Clinical Faculty at most universities are non-tenure faculty whose primary duties involve professional practice in law, veterinary science, or medicine, and teaching. Generally, these faculty do not have research responsibilities. Clinical faculty are usually appointed for fixed terms and faculty may or may not be reappointed. The title does not exist in Clemson and instead, the title of lecturer is generally used, but is less appropriate.

   2. Change proposed to Research Faculty description (Section III.E.4)
Rationale: The practice associated with Research Faculty has changed through the years; the proposed changes from the Faculty Ranks Task Force and passed through the Policy Committee are intended to address the current practice.

3. Change proposed to Extension Faculty description (Section III.E.5)
   Rationale:
   • Allow for more flexibility versus the current language regarding funding for the positions
   • Allow for increased external funding
   • Allow for department flexibility
   • Align the rank with other ranks such as Research faculty and the proposed Clinical faculty

4. Change proposed to Lecturer and Senior Lecturer description (Sections III.E.6 and 8)
   Rationale: Currently there is not an explicit mechanism for the reappointment and promotion process for lecturers to have information from senior lecturers; the proposed changes from the Policy Committee are intended to address this situation, though in a different manner than that proposed by the Faculty Ranks Task Force. Note that this will induce, almost certainly, the need for departments with lecturers to update their faculty bylaws and TPR documents.

6. Addition of market to salary determination procedures and indication that special and regular faculty ranks are to be considered, Section IV, J

7. Deans section revised (Part VI, section E) and associated edits

8. Alan Schaffer Faculty Senate Service Award revised (section III J 4)

9. IP Committee composition – in the April 2014 meeting

Completed Issues – Not by policy but policy related

1. President Search – faculty manual was made consistent with Board of Trustees Manual. Included in 2013-2014 Faculty Manual.

2. Email policy from Scholastic Policies – done in the Aug 2013 faculty manual