

GUIDE TO PROPOSED HANDBOOK CHANGES

1. All proposed changes are tracked. Readers should be able to toggle back and forth between the original version, the edited version, and the marked-up version using Word's "Review" tab. Highlighted comments are embedded throughout explaining the changes.
2. The proposed changes pertain to Chapters 2, 3, 4, 5, 9. Although there are markups in Chapters 6, 7, 8, those are for internal use and none of the changes in those chapters are being proposed at this time.
3. In this reorganization of the handbook, care was taken not to make any substantive changes. No right and responsibilities were added or removed.
4. The changes primarily fall into the following categories
 - Removal of redundant, duplicative, or obsolete materials.
 - Reorganization of material to make it easier for the reader to find what is sought. For example, all policies related to leaves are now grouped under a single section on leaves of absence. The attached "map" provides a graphical summary of where elements were moved.
 - Replacement of procedural details that are specified in other university documents with links to those documents. This accommodates the reality that most readers will access the document electronically, and links allow them to find the most recent versions quickly.
 - Light editing of text to ensure that transitions read correctly once text has been rearranged.
5. Numbering, cross-referencing, links, and formatting are incomplete. Those will be verified and cleaned up later.

April 19, 2021

CURRENT HANDBOOK	DRAFT VERSION
2. Governance of University	2. Governance of University
2-A. Administration	2-A. Administration
2-B. Faculty	2-B. Faculty
3. Faculty: Academic Practices	3. Faculty: Academic Practices
3-A. Composition	3-A. Composition
3-B. Rights & Resp	3-B. Rights & Resp
3-C. Resp to Students	3-C. Compensation
3-D. Compensation	3-D. Leaves
3-E. Leaves	3-E. Benefits
3-F. Benefits	3-F. Personal Conflicts
3-G. Personal Conflicts	3-G. Political
3-H. Political	3-H. Outside Activities
3-I. Outside Activities	3-I. Candidacy for Degrees
3-J. Candidacy for Degrees	
4. Faculty: Appointment, Promotion, Tenure	4. Faculty: Appointment, Promotion, Tenure
4-A. Authority	4-A. Authority
4-B. Designations	4-B. Designations
4-C. Appointments	4-C. Appointments
4-D. Length of Probationary Period	4-D. Length of Probationary Period
4-E. Conditions of Tenure	4-E. Conditions of Tenure
4-F. Evaluation T/TT	4-F. Evaluation T/TT
4-G. Evaluation RTPC	4-G. Evaluation RTPC
4-H. Advisory Committees	4-H. Advisory Committees
5. Research	5. Research and Teaching
5-A. Proposals (academic freedom)	5-A. Proposals
5-B. Classified Research	5-B. Classified Research
5-C. Human Subjects	5-C. Human Subjects
5-D. Patents	5-D. Patents
	5-E. Students
6. Educational and Work Environment	6. Complaints, Investigations, Sanctions
6-A. Foundations	
6-AA. Prof and Sanction	
6-B. Discrimination, Harassment	
6-C. Harassment Training	
6-D. Complaints	
6-E. Investigation	
6-F. Response	
6-G. Hearing	
6-H. Sanctions	
6-I. Relationships	
	6-A. General
	6-B. Complaints
	6-C. Investigations
	6-D Process Sanctions
	6-E. Sanctions



		6-F. Appeals
		6-G. Additional Standards
7. Grievances		7. Grievances
7-A. Subject Matter		7-A. Subject Matter
7-B. Procedures		7-B. Procedures
7-C. Hearing		7-C. Hearing
7-D. Decision of Panel		7-D. Decision of Panel
7-E. Decision of President		7-E. Decision of President
8. Dismissals		8. Dismissals
8-A. Scope		8-A. Scope
8-B. Salary Reduction		
8-C. Grounds		8-B. Grounds
8-D. Procedures		8-C. Procedures
9. Life Balance		
9. Life Balance		
9-AA. General		
9-A. Parental Leave		
9-B. Family Responsibilities		
9-C. Childcare		
9-D. Length of Probationary Period		
9-E. Scholarly Productivity		
9-F. Phased Retirement		
9-G. Coordination of Leave		
9-H. Accommodations		
10. Transition		9. Transition
10-A. Emeriti		10-A. Emeriti
10-B. Phased Retirement		10-B. Phased Retirement
10-C. Post-Retirement		10-C. Post-Retirement
10-D. Benefits		10-D. Benefits

