

PROPOSED FACULTY MANUAL AMENDMENTS (SPRING 2024) *FINAL TEXT*

Additional Time for Appeal of Nonrenewal of Contracts

ITEM #1 – NO NEW EDITS

NONRENEWAL OF CONTRACTS: Sec. III.I.5. (p.37) Timeline Changes

EXPLANATION:

Provost Lewis asked the Committee to revise the appeal timeline for contract nonrenewal of TT (i.e., pre-tenured) and NTT faculty. He has found the current window of 30 days too short to reasonably allow for all the following to occur: (a) faculty member receives a nonrenewal notice; (b) faculty member

counsel of other faculty members, as appropriate. The Provost's decision is due within 60 days of the date of the nonrenewal letter. If, following these administrative reviews, the faculty member still believes that ~~s/he~~ they ~~has~~ have been improperly discriminated against or that ~~his/her~~ their academic freedom has been violated, the faculty member may file a written complaint.

When an untenured faculty member on the tenure track or a non-tenure-track faculty member alleges that nonrenewal of ~~his/her~~ their contract is discriminatory as described in the paragraph above, ~~s/he~~ they should first follow the process set forth in the paragraph above. The faculty member may then file a written complaint with the University's Director of Institutional Equity and Diversity within 90 days of the date of nonrenewal letter. Decisions reached through the review process initiated through this office are due within 120 days of the date of the nonrenewal letter, are final, and not subject to appeal.

When an untenured faculty member on the tenure track or a non-tenure-track faculty member alleges that nonrenewal of ~~his/her~~ their contract is in violation of academic freedom as described in Sec. III.H.1, ~~s/he~~ should first follow the process set forth in the second paragraph of this section. The faculty member may then file a written complaint with the ~~Professional Relations Committee of the~~ Faculty Senate President within 90 days of the date of the nonrenewal letter, with a copy being given to the appropriate Dean or comparable administrator and the Provost. An individual who fails to file such a complaint within ~~thirty (30)~~ 90 calendar days

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A full-time faculty member who has tenure but who requests and receives the status of a part-time faculty member of the University automatically relinquishes tenure, unless there is a prior, explicit agreement in writing among the faculty member, the appro

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<p>A non-tenure-track faculty member may apply to the appropriate search committee for an available tenure-track position, unless that person held a previous appointment as a tenure track faculty member at Saint Louis University. If the move to the tenure track is successful, they are not eligible to return to the non-tenure track unless the Provost grants a specific exception to this provision. The committee will investigate the qualifications of the faculty member and will solicit opinions from those it deems appropriate. Favorable recommendations will be handled as in Sec. III.B.1 for new appointments.</p>	<p>A non-tenure-track faculty member may apply to the appropriate search committee for an available tenure-track position, unless that person held a previous appointment as a tenure track faculty member at Saint Louis University. If the move to the tenure track is successful, they are not eligible to return to the non-tenure track unless the Provost grants a specific exception to this provision. The committee will investigate the qualifications of the faculty member and will solicit opinions from those it deems appropriate. Favorable recommendations will be handled as in Sec. III.B.1 for new appointments.</p>

Date Adjustments Within the *Faculty Manual* to Reflect Current Processes

ITEM #5 – NO NEW EDITS

TENURE-TRACK AND FULL-TIME NON-TENURE TRACK FACULTY: Sec. III.E.4. (p.18) UCART Review Completion Date (Top paragraph) AND Provost P&T Notification Date (First Full Paragraph 2, Sentence 2)

EXPLANATION:

Date change provides UCART with realistic timeline for completing its work, which includes preparation of summary reports to the Provost for each application. Added text makes clear that communication of the Provost's decisions will not occur on May 1.

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<p>.. faculty member has received prior notice, or explicitly specified as a Department, School, or College criterion. The Committee will normally complete its consideration of applications for advancement and tenure by March 15 April 15.</p> <p>The recommendations of the University Committee on Academic Rank and Tenure are forwarded to the Provost, along with all supporting materials. The final decisions rest with the Provost, who normally completes the consideration of applications for</p>	<p>faculty member has received prior notice, or explicitly specified as a Department, School, or College criterion. The Committee will normally complete its consideration of applications for advancement and tenure by April 15.</p> <p>The recommendations of the University Committee on Academic Rank and Tenure are forwarded to the Provost, along with all supporting materials. The final decisions rest with the Provost, who normally completes the consideration of applications for</p>

advancement and tenure by May 1, with communications of the Provost's decisions to follow at a later date. When the Provost...

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ITEM #6 – NO



~~and Non-Tenure-Track Professor of Pediatrics~~) the rank of the primary academic unit followed by "secondary or joint appointment" in the appropriate academic unit.

Except where noted, the following conditions apply to both secondary and joint appointments:

(ii) The annual reviews described in Sec. III.I.2 ~~and applications for advancement according to Sec. III.E~~ will follow the normal procedures in each Department or academic unit, except that the Chairperson or comparable administrator of the secondary or joint academic unit or program will be consulted.

Except where noted, the following conditions apply to both secondary and joint appointments:

(ii) The annual reviews described in Sec. III.I.2 will follow the normal procedures in each Department or academic unit, except that the Chairperson or comparable administrator of the secondary or joint academic unit or program will be consulted.

Allowance for School of Law When Recruiting Visiting Faculty

ITEM #9 – NO NEW EDITS

TYPES OF FACULTY: VISITING FACULTY: Sec. III.D.2.c. (p.14) School of Law Exception

EXPLANATION:

The proposed new last sentence aligns SLU's School of Law with law school practice nationwide. This practice allows legal practitioners who aspire to an academic career to become acquainted with the work of law faculty before they begin to apply for law school faculty positions.

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Clarification and Codification of Lateral Hire – Number of Years Credit

ITEM #10 – NO NEW EDITS

TENURE-TRACK AND TENURED FACULTY: Sec. III.D.1. (pp.12-13) Time vs Effort/Work Clarification

AND

ADVANCEMENT: APPLICATIONS: Sec. III.E.1. (p.15) Paragraph 2, Sentence 2

EXPLANATION:

Sec. III.D.1. –The existing text was intended to refer to a reduction of the probationary period (i.e., number of years), not teaching, research, or service performed at the previous institution of a newly hired TT faculty member. The proposed revision of the paragraph beginning “For tenure-track faculty appointments” provides this clarification. The proposed revision of the paragraph beginning “Promotion and tenure decisions” clarifies the meaning of “appointments”—referring here to the work done elsewhere. The proposed revision of the paragraph beginning “Time served” provides procedural clarity. The existing paragraph in red font with strikethroughs is proposed to be the second paragraph of the sequence for better flow.

Sec. III.E.1. – The proposed revision clarifies the meaning of “appointments.”

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Sec. III.D.1.

For tenure-track faculty appointments, previous faculty appointment(s) at institutions comparable to the University may be substituted for not more than three years of service, which will reduce the probationary period by that amount of time. The request to consider previous faculty appointment(s) at institutions comparable to the University must be made in writing by the faculty member, and agreed to in writing by the appropriat

PROPOSED AMENDED TEXT

Clarification: Number of Semesters for NTT Faculty Before Third-Year Review Process

ITEM #11 – NEWLY PROPOSED EDITS IN RED

CONTRACTUAL STATUS: Sec. III.I.4. (p. 36) Third-Year Review of NTT Faculty (Sentence 1)

EXPLANATION:

Clarifies reference to "third full year."

NEWLY PROPOSED EDIT: Added a ceiling to the period in which these reviews must be conducted.

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Reviews of non-tenure track faculty will be conducted ~~in the third full year~~ after completion of at least four, **but not more than six**, full semesters of the f

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