

11-25-1996

SR-96-97-(9) 75 (EC), Executive Committee Resolution

Marshall University

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EXECUTIVE COMMITTEE
RESOLUTION

SR-96-97-(9) 75 (EC)

Be it resolved that the following resolution be adopted:

The following issues represent areas of concern for Marshall University faculty:

1. The elimination of the Institutional Hearing Panels as a grievance procedure (Section 14) is unacceptable. Since this is the only opportunity for peer review, and since these Panels provide a valuable internal review of policies and procedures used in Tenure and Promotion, we believe that the Hearing Panels must be retained. Perhaps this peer review could substitute for the Level I grievance review in the case of faculty.
2. The addition of "collegiality" as a criterion for promotion (Section 6) may be unmeasurable and introduces subjectivity and personal bias into faculty evaluation. This term should be eliminated.
3. We are concerned about the change in the description of academic freedom to include ". . . should be careful to not introduce into one's teaching matter which has no relation to one's subject." (Section 2). The first part of that sentence covers this issue, to wit, "Further, each faculty member is entitled to freedom in the classroom in discussing the subject taught. . ." because it says the freedom covers the "subject taught." Student and peer evaluation will indicate whether a faculty member is, in fact, dealing with the subject to be taught or not.
4. Marshall University currently evaluates tenured faculty every three years, and while annual evaluations of tenured faculty seem valuable, in practicality annual evaluations require much time and effort. This additional effort is wasted unless it is tied to meaningful consequences -- like merit salary increases -- which at Marshall it is not.
5. Librarians are concerned about their status on campus; the attached changes are recommended.

RATIONALE: This resolution will provide the Board of Trustees and the Series 36 Revision Committee with a summary of the most important concerns regarding the proposed changes to Series 36 "Academic Freedom. . ."

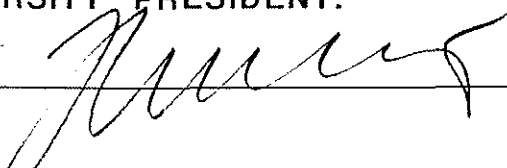
FACULTY SENATE PRESIDENT:

APPROVED
BY SENATE: Elaine Baker DATE: 11-25-96

DISAPPROVED
BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

READ:



DATE: 12-02-96

COMMENTS:

Amended on the Senate floor on 11/21/96. The amendment was to revise No. 5 to read: "librarians are concerned about their status on campus; the attached changes are recommended." The Faculty Senate endorses this resolution for future application if revisions of Series 36 continue.

REVISIONS TO THE DRAFT OF POLICY BULLETIN 36, DATED 9/05/96

Revisions:

~~Strike-through~~: text deleted (~~strike-through~~) in draft document

Bold: text added (**bold**) in draft document

Italics: Suggested changes to draft document

[Revisions occur in Sections 3 and 4 only]

Section 3

3.1 [no changes]

3.2 [Insert *five* instead of **four**.]

3.2.1 [no changes]

3.2.2 [no changes]

3.2.3 [no changes]

3.2.4 *Librarian: Those faculty members who have been appointed by the President or designee as being in a librarian position. Their appointment may be full-time (1.00 FTE or the equivalent, as determined by the institution) or part-time.*

3.2.5 Temporary: Those faculty members who have not been appointed in a **tenure track** ~~probationary~~, **clinical**, *librarian*, or tenured status. Their appointment may be full-time (**1.00 FTE or the equivalent, as determined by the institution**) or **part-time**.

3.3 [no changes]

3.4 [no changes]

3.5 *Faculty appointed to librarian positions at any institution may be appointed with designated extensions to their ranks which are applicable to their function:*

3.5.1 *Professor/Librarian IV*

3.5.2 *Associate Professor/Librarian III*

3.5.3 *Assistant Professor/Librarian II*

3.5.4 *Instructor/Librarian I*

3.5 3.6 [Insert *librarian* after **clinical** in first and second sentences.]

3.6 3.7 [no changes]

- 3.7 3.8 [no changes]
- 3.8 3.9 [Insert *librarian* after **clinical** in second sentence.]
- 3.9 3.10 [Insert *librarian* after **clinical** in first sentence.]
- 3.10 3.11 [no changes]
- 3.11 3.12 [Insert *librarian* after **clinical** in first sentence.]
- 3.12 3.13 [no changes]
- 3.13 3.14 [no changes]

Section 4

4.1 [Insert *librarian* after **clinical**]

4.4 [Insert *librarian* after **clinical**]

[no other changes in Section 4]