



## Faculty Handbook Open Forum

Please join us for a Campus Open Forum for suggested handbook revisions for the 2024-2025 Handbook cycle on:

**Wednesday, February 7th at 11:00 am in SC Ballroom DE**

Academic Affairs and the Faculty Handbook Committee would like to take this opportunity to be transparent and share the major suggested revisions to get initial input from Campus.

### Areas/Topics to be discussed:

#### Human Resources

State and federal laws continue to evolve, which results in the Faculty Handbook information being outdated and incorrect. Also, as Human Resources continues to be more integrated with campus, there are differences between the language in the Faculty Handbook and the actual practice of how they work with Faculty. To correct these discrepancies, HR is recommending revisions to 4 handbook sections. Specifically, Section 5, Rights, Privileges, and Benefits; Section 6, Faculty Ethical Obligations and Standards; Section 7 Performance and Evaluation; and Section 9 Termination of Employment.

#### Research Faculty, Affiliate Faculty and Joint Faculty

Efforts to various sections were made to clean up discrepancies, clarify hiring and expectations and to align procedure with practice for research faculty, affiliate faculty and joint appointments.

#### Intellectual Property Policy

The changes to the intellectual property section 10.1 will bring current best practices to a set of board policies that have not been substantially changed since 1990. These include clarifications, appeals process, removing sections subject to changes in Federal law and putting them in the policy library, and a new copyright section dealing with online and distance courses.

#### Research Integrity and Procedures for Addressing Research Misconduct

The Policy for Research Integrity section 10.3 applies to all researchers on campus, but inadequately addresses potential misconduct by students, research faculty, postdocs, or research associates. Propose removing the Procedures for Addressing Research Misconduct from the handbook and locating it in the Policy Library with a process for revision that includes faculty voice as well as other stakeholders.

## ACADEMIC AFFAIRS

Questions? Please contact Kim Luzeckyj at [kluzeckyj@mines.edu](mailto:kluzeckyj@mines.edu)