To: Faculty Senate

From: Handbook Committee

Re: Committee Response to Proposed Handbook Modifications

Thank you for your memo dated May 5, 2023, commenting on the proposed modifications to the Faculty Handbook by the Handbook Committee. The Handbook Committee met on May 8, 2023, and discussed all of the feedback from campus on the proposed Faculty Handbook changes. I summarize the committee’s decisions and votes below.

1. Modifications to Section 5, *i.e*. benefits language relocation.
	1. While the Handbook Committee still feels that the proposed edits to this section should occur, we voted unanimously, with one abstention, to defer the edits relocating benefits and leave content until next year. The Handbook Committee would like to work closely with the Faculty Senate on this issue with the goal of moving this change forward next year.
	2. The new language specifying “Mines reserves the right to modify, suspend or replace current plans, practices, policies and programs” will not be in the Handbook.
	3. The section on Academic Freedom will also not be moved.
	4. HR will retain its Leave and Benefits websites created this year so that faculty always have a place or resource to find current benefits and leave information.
2. Modifications to Section 4, *i.e*. title change from Administrative Faculty to Administrative Professionals.
	1. While the committee feels that the title “Administrative Faculty” should be changed, we voted unanimously to defer this change until next year with the condition that it must be resolved by the end of the next academic year. The Handbook Committee would like to work closely with both the Administrative Faculty Council and the Faculty Senate to identify an appropriate title and start the development of an Administrative handbook/policy site with the goal of resolving this issue next academic year.
3. Modifications to Section 4.5.2D and 4.5.3, i.e. UHSP as a home department for Teaching Faculty.
	1. The Handbook Committee appreciated the feedback on this change to the Handbook but voted unanimously to move forward with the change.
		1. The issue raised regarding the promotion process was addressed in the proposed Handbook changes in Section 8 of the draft edits circulated to campus.
		2. All courses taught by UHSP are vetted by the appropriate departments because many of these courses count towards CORE requirements.
		3. Teaching faculty would be hired into UHSP using a process similar to that for all other faculty searches with the relevant expertise from other academic departments so their qualifications would be vetted.
		4. Only teaching faculty can be hired into UHSP.
		5. The university has already hired faculty whose primary responsibility is to teach in IGP’s and each of these faculty have departmental homes based on their expertise. This will not change under the proposed handbook modifications.
		6. A major benefit of this modification is to provide teaching faculty needed to cover the first-year honors courses, as departments are continually stretched too thin to cover instruction for UHSP given the growth of the programs/courses offered. While any faculty can still participate and teach in UHSP, UHSP will retain a small permanent group of teaching faculty to cover the courses it delivers.