

RESOLUTION TO APPROVE REVISIONS TO FACULTY HANDBOOK FOR FACULTY MEMBERS ON CONTINUED APPOINTMENT IN UNIVERSITY LIBRARIES

WHEREAS, chapter 4 of the university's Faculty Handbook governs promotion processes for faculty members on the continued appointment track in the University Libraries and in Virginia Cooperative Extension; and

WHEREAS, Virginia Cooperative Extension has altered its hiring processes and has not hired faculty members on the continued appointment track since 2007, and

WHEREAS, the University Libraries continue to appoint and promote faculty on the continued appointment-track; and

WHEREAS, the University Libraries faculty association has considered and voted affirmatively to propose changes to the Faculty Handbook that reflect the employment and promotion of faculty members on the continued appointment track, specifically the composition of the University Promotion and Continued Appointment Committee, and the Review of Progress Toward Promotion to Professor; and

WHEREAS, specifically, section 4.5.4.5 of the Faculty Handbook requires that four faculty members with continued appointment serve on the University Promotion and Continued Appointment Committee: two faculty members from the University Libraries and two faculty members from Virginia Cooperative Extension; and

WHEREAS, in light of the insufficient number of continued appointment faculty members in Virginia Cooperative Extension to populate the University Promotion and Continued Appointment Committee as currently outlined in the Faculty Handbook; and

WHEREAS, the University Promotion and Continued Appointment Committee is required to review and vote on promotions and continued appointments prior to submission to the provost, president, and Board of Visitors for final approval; and

WHEREAS, the dean of the College of Agriculture and Life Sciences, and the director of Virginia Cooperative Extension have been consulted and agree with changes to the Faculty Handbook to reflect the diminished use of the continued appointment track in Extension and the desire of the University Libraries to proceed with employing and promoting faculty members on the continued appointment track.

NOW, THEREFORE, BE IT RESOLVED, that the Faculty Handbook be amended such that the content of chapter 4 is changed from "Employment Policies and Procedures for Faculty with Continued Appointment or on the Continued Appointment Track" to "Employment Policies and Procedures for Faculty with Continued Appointment or on the Continued Appointment Track in University Libraries; and

BE IT FURTHER RESOLVED, that a chapter in the Faculty Handbook (provisionally Chapter 14), be created to include employment and promotion information for Extension Faculty and the few remaining faculty members on the continued appointment track; and

BE IT FURTHER RESOLVED, that in addition to edits for clarification, section 4.5.4.5 of the Faculty Handbook be amended to change the composition of the University Promotion and Continued Appointment Committee in the manner below:

Current Faculty Handbook Language included in Section 4.5.4.5

University Evaluation for Promotion and Continued Appointment (abridged)

The University Promotion and Continued Appointments committee consists of the dean of the University Libraries; the director of Virginia Cooperative Extension; and four faculty members with continued appointment—two each from the University Libraries faculty and the Extension faculty. The provost asks for nominations to this committee from the University Libraries faculty and the director of Virginia Cooperative Extension. Where possible, some significant element of faculty choice should be part of the selection procedure.

Proposed changes (in red):

University Evaluation for Promotion and Continued Appointment (abridged)

The University Promotion and Continued Appointments committee consists of the dean of the University Libraries; ~~the director of Virginia Cooperative Extension; and four faculty members with continued appointment—two each from the University Libraries faculty and the Extension faculty.~~ ~~three~~ University Library faculty members with continued appointment; and two faculty members at the associate or professor level with tenure in one of the colleges.—The provost asks for nominations to this committee from the University Libraries faculty ~~and the director of Virginia Cooperative Extension.~~ Where possible, some significant element of faculty choice should be part of the selection procedure.

New Section 4.4.4.5 in Chapter 4

University Evaluation for Promotion and Continued Appointment (abridged)

The University Promotion and Continued Appointments committee consists of the dean of the University Libraries; three University Library faculty members with continued appointment; and two faculty members at the associate or professor level with tenure in one of the colleges.—The provost asks for nominations to this committee from the University Libraries faculty. Where possible, some significant element of faculty choice should be part of the selection procedure.

AND, BE IT FINALLY RESOLVED, that the 2019-2020 Faculty Handbook will include the proposed changes in a chapter dedicated to faculty members in the University Libraries and a new chapter (provisionally chapter 14) be created dedicated to faculty members in Virginia Cooperative Extension.

RECOMMENDATION:

That the Board of Visitors approve the resolution regarding revisions for faculty members on continued appointment in the university libraries.

June 3, 2019