

Changes and Rationales: Chapters 4 – 8

Chapter 4

- 4.2.1.2.3 Accessibility was changed to modality to better reflect section content.
- 4.2.1.4 Diversity clarified as intellectual diversity.
- 4.5.1.3 Items 12 – 15 deleted since they are included in the final statement of “Refer to the Provost website for optional policy statements for inclusion in syllabi.”
- 4.5.1.8 Language was clarified regarding office hours of part-time faculty.
- 4.5.1.9 Hyperlink to Policy Library added.
- 4.6.1 Language deleted for accord with current Master Calendar.
- 4.6.2 Reflects that pre-tenure reviews most often do not end at the department head level. The new language clarifies there are different types of reviews.
- 4.6.3 Dotted line (alternate pathway) removed between “Committee and Head recommendations and the dossier are forwarded to the Dean” and “Dean sends list of reappointments and non-reappointments to the Provost.” Language on alternate path for Library Science and Darr removed since it is no longer applicable.
- 4.6.6.1 Rating scales vary across colleges. New language references Departmental rating scales.

Language on the reporting of recommendations to prior evaluators removed in order to reflect current practices.

Faculty member appeals to College Compensation Committee removed to reflect current practices.
- 4.6.6.3 Language deleted due to fact that faculty make appeals through the Academic Personnel Grievance Process. Faculty members who feel they have been discriminated against contact the Office for Institutional Equity and Compliance.
- 4.7.1 No longer applicable to Library Science
- 4.7.2 The word substantial removed due to its subjectivity.
- 4.7.3.1 Appeals are not filed in the Faculty Senate Office.
- 4.7.3.3 Hyperlinks added.
- 4.8.1 Clarifies this section applies to promotion as well as tenure.

Language describing faculty evaluation as based on performance since employment at MSU is clearer than current language.

4.8.2.2 Revisions clarify the external review process will be conducted in accordance with the Provost Evaluation Calendar.

4.8.7 Section numbers changed to reflect revisions in Ch. 3.

Chapter 5

5.2 Addresses the fact there has not been a raise pool warranting performance-based salary increases in the recent past but acknowledges the future possibility of resurrection.

5.3 Section number updated.

5.5 Provides clarity of PSIP description.

Chapter 6

6.1.1 The Fringe Benefits Committee and Health Care Plans Review Committee have been replaced with the Employee Wellness Advisory Committee and the Healthcare Plans and Benefits Committee.

6.2.1 No cost was changed to low cost.

6.2.3 Part-time faculty contribute to the Cafeteria Plan which allows employee contributions for insurance coverage and flexible spending accounts.

6.2.4 New section. Language provided by HR and parallel with employee handbook

6.2.5 New section. Language provided by HR and parallel with employee handbook

6.3.2 CURP is now contributory. Employees hired on or after July 1, 2018 will contribute 2% of pay.

6.3.4 Title of Section changed to Deferred Compensation Plans: 403(b) and 457(b)

6.3.5 Updates on names of Magers Health Center and Booksore

6.10 Updated name of Magers. Affiliate stores not listed by name since they often change.

Chapter 7

7.2 Two new paragraphs added clarifying the obligations of faculty granted a sabbatical

7.3.1 Location of FCTL removed. Information on Digital Professor Academy removed since it no longer exists

7.3.2 CASL made a hyperlink

7.3.3 Missouri Campus Compact made a hyperlink

- 7.4 Office of Sponsored Research and Programs made a hyperlink
- 7.6.1 Updated reference to Appendix A: Intellectual Property Policy Statement
- 7.6.4 The reference to per diem costs was removed. Travel policies listed in handbook were removed and a hyperlink to the Policy Library was added for more information on travel expenses. This makes it possible to update changes in travel policy more quickly.

Chapter 8

8.1 Definition of bullying was moved to second paragraph. The last sentence of this section was moved to the bottom of the third paragraph. For clarification, the remainder of the last paragraph was deleted since bullying is not reported to the Office of Institutional Equity and Compliance. These changes improved the organization of this section.

8.2 (per General Counsel)

New opening statement references the G1.05 Non-Discrimination Policy Statement.

Updated definition of sexual harassment in second paragraph.

Third paragraph deleted

Last sentence of the 4th paragraph deleted.

Sexual harassment allegations are made to the Title IX Office. This office may direct the complaint to the University's OP1.02-11 Sex Discrimination and VAWA Offenses Policy and Investigation Procedures.

Language on protocol if a formal complaint is filed is in the last paragraph of this section.

8.4 Prohibition of Discrimination and Harassment Policy was made a hyperlink