

Faculty Handbook Revision Committee

Agenda for 10/21/2014, 1:30-2:30, Carr 209

David Goodwin, Chair

Announcements:

Revision of front page <http://www.missouristate.edu/provost/facultyhandbook/> has been completed.

The role of the Academic Personnel Review Committee (APRC, Section 12) brought up by Chris Craig at the first meeting will not be considered this year it seems.

Discussion items:

1. Consideration "Faculty Presence and Engagement" statement from ALC, revised and submitted to the Faculty Senate 10/16/14. We will discuss feedback from the Faculty Senate.

Sent to Faculty Senate:

Below is the proposed revision from the FHRC to address expectations about faculty presence on campus. The revision passed unanimously by the committee on 9/16/2014.

Participation in faculty deliberations, departmental service, informal and formal student advising, and the work of mentoring students on projects are all integral to the effective operation of an academic unit. Hence, it is expected that all full-time faculty, including clinical faculty and instructors, will be engaged and present on-campus in order to fulfill the duties outlined in the Missouri State University Faculty Handbook, regardless of the assigned delivery system for teaching (on-line, ITV, blended). Any exceptions to this expectation must be approved by the Department Head, College Dean, and Provost.

Current FH Version 8/11/2014

4.1. Faculty Performance Criteria and Evaluation Model

Faculty performance criteria at Missouri State University are based on the purpose and mission of the institution. The general mission of the University, in relation to its faculty, is the advancement of learning, scholarly inquiry, and service, but this translates, in terms of its students, to the single purpose of developing educated persons. To accomplish this, the university's mission includes cultivating advanced knowledge and practices and serving its constituents. The specific public affairs mission of the university further enhances its purpose to include fostering ethical leadership, cultural competence and community engagement. The University honors the principles of academic freedom, academic excellence, diversity in scholarly and cultural perspectives, and equal opportunity.

The following table outlines the evaluation categories for faculty with different types of appointments. Some variations on these criteria may be made based on contract letters. These processes result in different outcomes, and the criteria for tenure and promotion are differentiated for all types of faculty appointments. The evaluation processes are specified in Section 4.6. Performance reviews are mission-related and should be consistent with tenure and/or promotion decisions. The criteria used for evaluation in each category are based on specific elements in the university's mission as specified below. All policies and procedures described herein for departments apply to any academic unit that has primary faculty evaluation responsibilities, for example, a school.

Revised FH Version to include the new language about faculty presence

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2. Summer teaching budget and the Faculty Handbook (COE), Sections 5.8, 5.9. Should we add the phrase “to be determined by the Department Head in consultation with the Dean” to clarify meaning of “minimum enrollment standards.”
3. From ALC: Meaning of “research active.”