

Attachment 1 – Faculty Handbook Revisions - is in a separate PDF file.

## **2<sup>nd</sup> Revisions: Chapters 4 – 8**

### **Chapter 4**

4.6.5.3 Language was added to answer the concern from December that Instructors and Clinical Faculty may not be aware they can request a pre-promotion review. Instead of cutting and pasting the pre-promotion review language, the FHRC decided to reference that section (4.6.5.1) since it is in close proximity in the Handbook.

### **Chapter 6**

6.1.1 The Faculty Senate Benefits Committee was added.

### **Chapter 7**

7.3.3 Section deleted since Missouri Campus Compact is no longer in existence

### **Chapter 8**

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 4<sup>th</sup> 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.

## Changes and Rationales: Chapters 9 – Glossary

### Chapter 9

- 9.3 Office of Sponsored Research and Programs is now the Office of Research Administration
- 9.4 The word *infringement* changed to *restriction* and the word *restricted* changed to *limited* for clarity.
- 9.4.2 The Director of Environmental Health and Safety is now the Director of Environmental Management. The Division of Administrative and Information Services is now Division of Administrative Services.
- 9.4.3 Director of Research Compliance was changed to Office of Research Administration to reflect current process.
- 9.5 The Ethics Hotline was made a hyperlink.
- 9.6 Hyperlink to Intellectual Property Policy inserted

### Chapter 10

- 10.2 Faculty administrators changed to academic administrators for clarity
- 10.3 Refer to Section 3.1 removed

### Chapter 11

- 11.1 Deputy Provost inserted in list of administrators receiving evaluations
- 11.2 The word *his* was inserted so phrase reads *his/her* own findings.....
- 11.5 The word President replaced with the word Provost to better reflect process
- 11.6 The word President replaced with Provost. New wording reflects final approval must be granted by the President and the Board of Governors.

### Chapter 12

- 12.3 Associate Provost changed to *Provost or designee* to better reflect process.
- 12.3.5 Associate Provost changed to *Provost or designee* to better reflect process.

- 12.3.8 Associate Provost changed to *Provost or designee* to better reflect process.
- 12.4.1.2 Orientation of the University Hearing Committee is not done annually but on an as needed basis.

## Chapter 14

- 14.5.1 Existing paragraph was labeled A.
- New paragraph B added. Language is from legal counsel.
- Final paragraph references termination under Section 14.5.1(A).

## Chapter 15

- 15.2.2.1 Description of membership of FHRC was revised to address the different composition of the colleges and to ensure that a minimum of half the membership will be faculty.
- 15.2.2.3.1 *Or designee* was added to list of those who may receive copies of proposed amendments
- Language change reflects that non-substantive and not pressing proposals may be (replaced will be) retained for consideration in the septennial review at the discretion of the Committee.

## Glossary

- Board of Governors: New language reflects that a non-voting student member is part of Board of Governors meetings.
- College: There are now 8 colleges.
- Department Head: Library Science now follows this same protocol.
- Instructor: Last sentence removed since it is not part of definition.
- Intersessions: Spring intersession in January is now referred to as Winter intersession.
- Missouri Campus Compact: Removed since it is no longer in existence
- Promotion: Reference sections were updated to reflect current Faculty Handbook.
- Rank: Last sentence removed since it is no longer reflective of current faculty.
- Research Faculty: Language changed for clarity.
- Sexual Harassment: Reference to Section 8.2 added.

## **Abbreviations**

OSRP changed to ORA (Office of Research Administration)

## **Appendix A**

- B.3 Office of Research and Sponsored Programs changed to Office of Research Administration
- B. 6 New subsection 7 added to clarify those notified by the Dean of the Graduate College in the event of a licensed patent