ACADEMIC COUNCIL STANDING COMMITTEE REPORT

COMMITTEE NAME:
University Committee on Faculty (UCFT)

COMMITTEE CHAIRPERSON:
Patricia Rogers, Residential College in the Arts and Humanities; chair during Spring Term 2011

SUMMARY OF COMMITTEE ACTIVITIES FOR FALL SEMESTER 2009:

During Spring Term 2011, UCFT was scheduled to meet every other Wednesday from 3:30-5:00 p.m.

During Spring Term 2011, UCFT reviewed and approved eleven requests for extensions of the Probationary Tenure System for Appointment. This included six one-year extensions of the probationary period, and five two-year extensions of the probationary period.

During Spring Term 2011, the following items were brought before the UCFT and discussed by the committee with regards as to how they influence MSU faculty in general:

- A new MSU mentoring will require every college to have a mentoring program. The policy provides guidelines, but does not require a single model. Faculty members have the option to opt out of the mentoring program. This policy will become effective August 2011.

- A new Modified Duties Policy, also effective August 2011, provides a period of modified duties for faculty members when a new child enters the home. The policies provides for up to one semester without a reduction in effort and salary.

- A new Annual Performance Review for Fixed Term Faculty and Academic Staff policy requires an annual written evaluation for all fixed term faculty and academic staff. The policy will become effective in August 2011.

- Terry Curry introduced the Research Faculty Proposal. Research Faculty would be covered by existing policies that apply to fixed term faculty, including the new policy on annual review. There is no commitment to a continuing appointment. Research Faculty would be provided a 90-day notice if not reappointed. One of the benefit of the proposal is multiple year appointments. The academic hiring procedures are applicable to Research Faculty position, including the normal unit review process.
LIST OF PROSPECTIVE AGENDA ITEMS FOR THE UPCOMING MEETINGS:

In the coming academic year (2011-2012) the UCFT may wish to review the length of tenure system probationary appointments and consider a University-level reappointment, promotion and tenure committee.

The UCFT may wish to devote further discussion to the Research Faculty Proposal in the coming academic year.