



Nancy Knowles <nknowles@eou.edu>

FPC Handbook Revisions for Senate

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To: Nancy Knowles <nknowles@eou.edu>

Thu, Feb 22, 2018 at 2:38 PM

Nancy:

A few days back I sent you a brief notice about FPC handbook revisions that need to be brought forward for Senate action. Attached is the document in "clean copy" format. Also attached is a summary page indicating the revisions and the action recommended by FPC.

A few comments will help provide context.

This revision was started a year ago with the 2016-2017 FPC. Sally Mielke was chair at that time. I was not a member of FPC that year. The revisions were not completed that year--there were an extraordinary number of files to be reviewed as I have been told--so the finalization of this was put on hold until this year's committee could resume the task. We have now finished that task.

The task of revision was not "charged" to FPC but rather was one that FPC identified as needing to be done. The reasons are as follows:

(1) The current handbook is based on OUS language and related OARs. Given that OUS no longer exists, and that EOU is in the process of converting OARs to specific EOU policy, the existing handbook language needs revision. This was accomplished by editorial changes that removed reference to "OUS" and replaces OAR references with simple "placeholder" references that eventually will be EOU policy references. Furthermore, there are sections where language is redundant, poorly worded, or simply needs proofing. This editing is essentially "housekeeping" and does not change current policy or practice.

(2) Current handbook language related to library faculty does not properly address the range and function of expectations for that group. Thus certain sections of the current handbook have been modified with either updated or, in some cases, new language which is, in essence, new policy.

(3) Certain sections of the current handbook do not align with current AAP language. This is particularly true regarding "fixed term" and "adjunct" faculty. Language related to those groups has been edited and separated for clarification. That language is, in essence, new policy.

(4) Current language regarding evaluation of "online adjuncts" needs considerable simplification. That has been done in this revision. The language proposed here is that which was developed and requested by the Deans. The amount of revision makes it, in essence, new policy.

The entire document has been examined and discussed numerous times by FPC this fall, and we recommend its adoption. All language related to library faculty has been reviewed by that constituency.

FPC recommends that this document be brought forward for first consideration at the March Senate meeting. This would allow Senate to discuss and review prior to the April Senate meeting. Approval would need to come at that April meeting in order to make the May 1 deadline for policy revisions.

All of us on FPC are quite aware that issues related to constitutional revision are imperative at this time. However, the current handbook is out of compliance with AAP contract. FPC would like to impress upon Senate the importance of deciding this issue prior to May 1.

I would be most happy to discuss this more and answer questions, as I think Sally would also be willing to do.

Thank you!

Allen

2 attachments



PPP Handbook 2017 revision clean copy line numbered.docx

106K



FPC Personnel Process and Procedures Document Summary.docx

13K