

November 17, 2014

### **Executive Summary of Additional Changes to the APT Document**

A draft version of the APT document (“Faculty Personnel Guidelines Relating to Appointment, Promotion, and Tenure”) dated 3/3/14 was approved by the Faculty Senate in March 2014 and by the whole faculty in April 2014. The Board of Trustees reviewed this version over the summer and fall.

In conjunction with the Board of Trustees, we propose a limited number of additional changes to the APT document. The proposed revision (dated 11/11/2014) is attached. This proposed 11/11/2014 revision is identical to the 3/3/2014 version that was approved by the Senate and faculty except for changes that are indicated either by underlines or strike-throughs. Underlines indicate words to be added. Strike-



prolonged inability or prolonged refusal to carry out the responsibilities of a faculty member; or conduct which results in clear and demonstrable damage to the University.”

RATIONALES:

“Serious” is deleted because:

- (1) the first part of the sentence makes clear that only dishonesty that is “inconsistent with professional standards recognized by the academic community” is grounds for dismissal, so “serious” is not needed to distinguish serious from less serious dishonesty,
- (2) including “serious” here, but not elsewhere in the sentence, would suggest other reasons for dismissal would not have to be “serious,” and
- (3) with or without “serious,” the procedures for termination of faculty remain unchanged and require a judgment by the Faculty Review Committee of the seriousness of any and all reasons for termination (see Section 6).

“Clearly demonstrated” is deleted because:

- (1) “clearly demonstrated” is unnecessary. The reason for any dismissal for cause must be clearly demonstrated (see Section 6),
- (2) including “clearly demonstrated” here, but not elsewhere in the sentence, would suggest that other reasons for dismissal would not have to be clearly demonstrated, and
- (3) a decision to terminate for cause due to willful neglect of duty could not withstand a legal challenge were the charge of willful neglect of duty not clearly demonstrable.

F. Section 6.6.2 (which concerns Termination to Avoid Financial Exigency):

CHANGES: “The plan shall be submitted to a vote of all appointed, benefitted faculty members ~~in the Tenure-Line Professorial Series~~. The plan will be approved only if a majority of all eligible faculty members who vote approve of the plan.”

RATIONALE: Eligibility for voting has been expanded, in the preceding sentence, to include all appointed, benefitted faculty because, as specified in Section 6.6.1, all appointed and benefitted faculty are subject to termination to avoid financial exigency (see Section 6.6).