

Memorandum

To: Timothy Newman
President, Faculty Senate

From: Darren Dawson
President



Christine W. Curtis
Provost and Executive Vice President for Academic Affairs

Subject: Response to Faculty Senate revisions to Chapter 9 of the UAH Faculty Handbook

Date: December 9, 2020

The Faculty Senate passed a revision of Chapter 9 of the UAH Faculty Handbook in December of 2019. This revision has been reviewed by the academic deans, by the Office of Human Resources, and by us. Please review the changes stated below and give us your comments.

Three changes were made in Chapter 9 which the Faculty Senate may consider to be substantial. The changes are given below.

1. The sentence that restricted the number of consecutive semesters that courses can be bought out was removed. Our recommendation is to allow the colleges to set limits to the number of consecutive semester buyouts in order to suit the needs of the departments within the colleges.
2. The sentence "Academic-year Faculty who have sufficient external funding to pay for 20% of their salary during a given semester may apply to have their teaching load reduced: e.g. "buyout" " was changed to read "40%" which is in accordance with university practice that dates back many years. This longstanding practice is supported by two memoranda which provide guidance on the matter. Both of those memoranda state 40% buyout for one course, because the institutional research portion (20%) needs to be bought out first. The memoranda that support the long-standing practice are attached.
3. The following statement was removed from the Faculty Handbook, "Members of the faculty with the rank of instructor or above may not pursue work toward an advanced degree or other program of study in the department or related unit in which their appointment is held." Currently, we have clinical nursing faculty in the DNP program and in the Joint Nursing Ph.D. program. We also have now, and in the past, lecturers and staff, in the College of Science who are working on their Ph.D. in the same department where they serve as lecturers. There may be others as well. The above sentence limits UAH's ability to hire individuals who are interested in pursuing additional education and it also limits hiring individuals who are completing their doctorates as lecturers or clinical faculty. UAH needs to recruit the best lecturers and clinical faculty that we can. To do so, we need to provide the opportunity for those lecturers and clinical faculty who are at master's level to earn a terminal degree.

Attached is a copy of Chapter 9 with track changes superimposed on the track changes made by the Faculty Senate. The new changes are highlighted in yellow. A clean version of Chapter 9 with highlights that indicate the changes made to the text is also attached.