


MEMORANDUM

TO: Kirk Schulz, President

FROM: Elizabeth S. Chilton, Provost and Executive Vice President 

SUBJECT: Request for Approval – *Faculty Manual* Revisions to Sections II.F.8 (Summary Suspension) and III.D.14 (Leave without Pay)

DATE: October 8, 2021

The Faculty Senate recommended approval for the following *Faculty Manual* revisions.

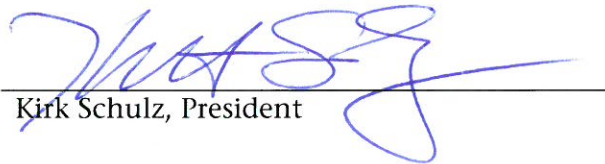
Faculty Manual Revisions

- Section II.F.8: Summary Suspension
- Section III.D.14: Leave without Pay

The recommendations were passed by the Faculty Senate during the meeting on October 7, 2021. Redline changes for the *Faculty Manual* revisions are appended to this memorandum.

If you require any additional background information or have questions, please do not hesitate to contact me. Thank you in advance for your consideration.

Approved
by:


Kirk Schulz, President

10-11-2021
Date

Attachments: Redline revisions to Section II.F.8
Redline revisions to Section III.D.14

Cc: Christine Hoyt, Chief of Staff
Desiree Jacobsen, Executive Assistant to the Board of Regents

MEMORANDUM

TO: Office of the President

FROM: Matthew Hudelson, Executive Secretary, Faculty Senate

RE: Edits to Sections II.F.8 and III.D.14 in the *Faculty Manual*

DATE: October 8, 2021



During the regular meeting of the WSU Faculty Senate held on October 7, 2021, the attached additions to Sections II.F.8 and III.D.14 of the *Faculty Manual* were approved by a final vote of 54 to approve and 1 to reject.

I request that I be notified promptly once President Schulz approves these amendments. They will be incorporated into the *Faculty Manual* immediately upon such notification.

FACULTY SENATE-APPROVED AMENDMENTS TO THE *FACULTY MANUAL*
ADDITIONS TO SECTION II.F.8 AND SECTION III.D.14

Original additions recommended by the Attorney General are in **red**.

A further addition recommended by Faculty Affairs Committee and reviewed by the Attorney General is in **blue**.

A final addition, in **green**, was approved by amendment on the Senate floor that was approved by a vote of 45 to approve and 10 to reject.

II.F.8 First Paragraph:

Summary Suspension is the responsibility of the president. Ordinarily, the disciplinary authority of the University will be invoked only after completion of the procedures established for the review of discipline cases and after the individual has utilized any appeal procedures desired as described in the following sections of the disciplinary regulations. **A decision by the provost to place an individual faculty member on leave without pay while the faculty disciplinary process is pending is not considered a summary suspension if the individual is legally prohibited from performing their assigned responsibilities, as detailed in Section III.D.14 of the Faculty Manual.**

III.D.14 Second Paragraph:

If a faculty member chooses to strike against the University or otherwise not perform assigned responsibilities, **including the intentional refusal to comply with any statutory, regulatory, or other legal prerequisites to the faculty member's performance of their**

assigned responsibilities, he or she shall inform the immediate administrative superior of such intention at least twenty-four (24) hours in advance of action. Going on strike and/or otherwise willfully failing to perform regular duties shall be considered an automatic request by a faculty member for leave without pay. Such a request will normally be granted for the period during which the faculty member is not on duty. When the faculty member fails to perform assigned responsibilities, without providing notification of intent to strike, the principal administrative officer, after consultation with the immediate administrative officer, will determine whether that person is on strike **or otherwise not performing assigned responsibilities**. These provisions shall not prejudice the right of the University to initiate disciplinary action in accordance with the regulations provided. See also BPPM 60.56.