

To: Greg Crouch, Chair of Senate

From: Stephen Hines, Chair of the Faculty Affairs Committee

Date: February 27, 2020

RE: *Changes to the Faculty Manual – Sections I-A Faculty Structure and III-E Termination*

On behalf of the FAC, I am writing to recommend Faculty Senate approval of the attached revisions to the Faculty Manual regarding Faculty Structure and Termination of Contracts. The revisions were passed unanimously by the FAC and respectfully submitted to you and Senate for further consideration.

As you know, the FAC has worked hard to solicit, truly hear, and actively incorporate input from faculty on all WSU campuses. To this end, we've solicited feedback through the Faculty Manual Project web pages, studied email input, conducted an online survey (>500 responses), met face to face with a variety of constituents, spoken at a Faculty Senate meeting (January 23), etc. The revisions we are recommending are very much the result of the input we've received.

Our goal has been to work consistently and in good faith from a sense of shared values and guiding principles centered on respect and fairness. The ultimate goal was to **MAKE THINGS BETTER**. We have been very aware that we aren't going to please everyone and that "perfect can be the enemy of good". The revisions we are proposing represent our very best attempt to improve on the Faculty Manual changes that were approved last spring and to address some of the most significant concerns that have been raised since. We make no claims that we've got this exactly right, but we do believe these changes represent significant improvement. We ask that the Faculty Senate approve these revisions with an understanding that this is a work in progress – and may be for a while longer. As the university, faculty, and administrators gain experience with the new processes, we fully expect that new ways to "make things better yet" will emerge.

In an attempt to provide a useful overview, please find also provided a document that states our primary goals and summarizes the most substantial changes.

Please find attached

1. 2 page document providing a list of GOALS and a SUMMARY of the proposed changes.
2. Redline (tracked) version of Faculty Manual Sections I-A (Faculty Structure)
3. Clean (untracked) version of targeted Section I-A
4. Redline (tracked) version of Faculty Manual Section III-E (Termination)
5. Clean (untracked) version of targeted Section III-E