



Policy and Procedures Manual Application: Full Time Faculty Appendix: Changes

Changes to the Handbook for 2024-2025 Academic Year

F1.4 Academic Rank Reappointment Promotion and Tenure

F1.4.2 Added the phrase, “Tenured faculty are considered to hold a continuous appointment, so they do not need to receive notice of annual reappointment.” Removed the phrase “Tenured faculty are considered to hold a renewable appointment.”

F1.4.2 Removed the phrase, “The decision regarding renewal for all regular non-tenured faculty in their first two years of employment must be made by March 1 of the current academic year of employment at East Central University. All regular non-tenured faculty who have completed at minimum two full academic years will be notified prior to the opening day of the 16-week spring semester in the spring semester.” Replaced with “The decision regarding renewal for all regular non-tenured faculty must be made by March 1 of the current academic year of employment at East Central University.”

F1.4.2 Process renamed to process/timeline and reworked to fit the March 1st date.

F1.4.13.3 Rewrote so that the FPE serves generally as post tenure review, with a committee being formed only in the event of a result of “Does not meet expectations.” (Faculty Senate Approved 02/02/2024)

F1.4.15 Timeline rewritten for clarity and flexibility. Mostly specific dates were replaced with months and removed the confusing “No dept. cmte.” note under promotion.

F1.4.18.3 Changed the date in item 4 from Dec 1 to March 1 to reflect that Post Tenure Reviews are occurring in the Spring.

F1.4.16.3 Included “Post-tenure committee review (if applicable) to the basic materials for Promotion. Clarified external letters and the post tenure review surveys. Removed annual evaluation letters from the provost, as that is now simply a part of the evaluation and not a separate document.

F1.4.18.3 Changed the text in item 4 to “In the event of a Post-Tenure Review Committee, each department or school shall complete the post-tenure review survey of the tenured faculty member by the last Friday in January. See Items Reviewed by Post Tenure Review Committee table for information reviewed. The Committee must complete the review no later than the second Friday in February.”

F1.4.18.3 Changed the text in item 9 to indicate that the provost, not the president will do this review.

F1.4.18.3 Changed the text in item 10 to indicate that the faculty appeals committee files its recommendation with the provost, not the president.

F1.4.18.3 Changed the text in item 11 to “If the Post-Tenure Committee determines that the faculty member’s performance is “unsatisfactory,” then the faculty member will be given notice of deficiencies and will be reviewed again by the Post-Tenure Review Committee within one year. Two consecutive unsatisfactory post-tenure performance

evaluations may be grounds for dismissal or suspension. (See F1.5.1) In the case of either an initial or secondary unsatisfactory post-tenure recommendation, the faculty member may provide a written response to be included along with the committee's review."

F1.4.19 Removed dates for reappointment for faculty members who have been at ECU two full years as they are now the same as all faculty. Changed date for Post Tenure Review to Spring. Otherwised conformed the timeline to the above in F.1.4.15

F2.1 Classroom Policies and Procedures

F2.1.1.1 Some clarification about who is responsible for certain absences was added and reorganized. (Faculty Senate Approved 03/22/2024)

F2.1.1.2 Added information about how athletic notices will be sent to faculty. (Faculty Senate Approved 03/22/2024)