

## Memorandum

Date: February 1, 2021

To: Finnie Coleman, Faculty Senate President

From: Lee Brown, Co-Chair, Faculty Senate Policy Committee  
Karen Patterson, Co-Chair, Faculty Senate Policy Committee

Re: Explanation of Proposed Changes to A67 “Faculty Ethics and Advisory Committee” and C230 “Military and Related Service Leave of Absence”

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Attached are the proposed revisions to A67 “Faculty Ethics and Advisory Committee” and C230 “Military and Related Service Leave of Absence,” which are ready for approval consideration by the Faculty Senate. The Faculty Senate Policy Committee sent these proposed policies to the campus for a 30-day comment period (October 22 – November 22, 2020) and received one minor change (add space force to C230). The attached proposed policy C230 contains the requested change. Below is a summary explanation of the changes proposed for consideration by the Faculty Senate. The Policy Committee would be happy to have a member at the Faculty Senate meeting to answer questions or concerns. After Faculty Senate approval, the proposed revision to A 67 will be added to the *Faculty Handbook* and the proposed revision of C230 will be taken to the Board of Regents for their approval. Thank you for this opportunity to work collaboratively with you on these important policies.

**1. A67 “Faculty Ethics and Advisory Committee”** --changes were requested by the Chair of the Ethics Committee with the following justification.

a) Change the number of faculty members from seven (7) to nine (9). The reason is three-fold. First, the larger number is more representative of the campus as a whole. Second, it is often very useful to have someone on the FEC who is familiar with the general field involved in the case, which would be more likely to occur with nine diverse members. Third, sometimes FEC members are recused or otherwise unavailable to participate on the three-person investigatory subcommittee. With only seven members, the result is sometimes that a FEC member must be on back-to-back investigatory subcommittees, which is quite a burden.

b) Change the mandate from two (2) to three (3) years. The reason is to have FEC members who are well-versed in how the FEC functions for two full years. As it stands, the learning curve to feel comfortable with everything the FEC does is usually 1-2 semesters, so currently a well-trained person is only around for one year.

The same changes are included in a revision to Section B Appendix VIII “Faculty Ethics and Advisory Committee” which has been approved by the Academic Freedom and Tenure Committee.

**2. C230 “Military and Related Service Leave of Absence”** has not been revised since August 29, 1978. The policy is being updated to comply with federal law and to address any impact on the tenure clock.

Enclosures:

A67 “Faculty Ethics and Advisory Committee” revised date 1/14/21

C230 “Military and Related Service Leave of Absence” revised date 1/14/21

Cc: Steven Bishop, Ph.D., Chair, Faculty Ethics and Advisory Committee  
Nancy D. Middlebrook, Ph.D. University Secretary  
Candyce Torres, Administrative Coordinator, Office of the University Secretary  
Carol Stephens, Policy Consultant, Office of the University Secretary