UNITED ACADEMICS PROPOSAL

ARTICLE 4. UNIT-LEVEL POLICIES

Section 1. New departments or units. Each new department or unit will develop written policies delineating its procedures for the internal governance of the department or unit, merit review, professional responsibilities, review and promotion, summer session, and professional development. Guidelines for these policies are described in the Agreement.

Section 2. Development of new policies. All faculty in each department or unit shall have the opportunity to participate in the development of that department or unit’s policies. At the outset of its formulation of each policy, the faculty will first consider any input provided by the appropriate dean, vice president, Provost, or designee. After the department or unit process for policy development is complete, the faculty will submit their recommended policy to the appropriate dean, or vice president, or designee for review.

Within 45 days of submission of the recommended policy, the dean, vice president, or designee will provide a written notice and explanation of any alterations to all faculty members. The faculty can request a meeting with the dean or designee to discuss their alterations before submission to the Office of the Provost. The dean will meet with the unit faculty to discuss any substantive alterations they make to the recommended policy before submission to the Provost’s Office, unless the department or unit head has documented evidence that more than 2/3 of all department or unit faculty do not want to meet with the dean. The meeting will take place at the next scheduled department or unit meeting. If no meeting is necessary, the dean will send the policies to the Provost forthwith.

If the dean has amended the faculty-approved policy, they will send both their amended policy and the faculty-approved policy to the Provost for review and approval.

The Office of the Provost will have final authority to establish policy for each department or unit. The Office of the Provost will send the established policy to the dean and the department or unit head within 60 days of the receipt of materials from the dean, who shall send it to the faculty in the unit.

Section 3. Administration-initiated revision. The department or unit head, dean, vice president, or the Office of the Provost may call for changes to the established policy of a department or unit by informing the unit faculty of the change being considered, thereby initiating the unit’s process for policy revision.

The faculty will consider the suggested change and submit their recommended policy to the appropriate dean or vice president for review. If the faculty has amended the policy change proposed by the administrator, they will send both their amended policy and the administrator-approved policy to the dean, or vice president, or designee.
Within 45 days of submission of the recommended policy, the dean, vice president, or designee will provide a written notice and explanation of any alterations to all faculty members. The faculty can request a meeting with the dean or designee to discuss their alterations before submission to the Office of the Provost, and the dean will meet with the unit faculty to discuss any substantive alterations they make to the recommended policy before submission to the Provost’s Office, unless the department or unit head has documented evidence that more than 2/3 of all department or unit faculty do not want to meet with the dean. The meeting will take place at the next scheduled department or unit meeting. If no meeting is necessary, the dean will send the policies to the Provost forthwith.

If the dean has amended the faculty-approved policy, they will send both their amended policy and the faculty-approved policy to the Provost for review and approval.

The Office of the Provost will have final authority to establish policy for each department or unit. The Office of the Provost will send the established policy to the dean and the department or unit head within 60 days of the receipt of materials from the dean, who shall send it to the faculty in the unit.

Section 4. Faculty-initiated revision. Department or unit faculty members, either through a governance committee or at a regular faculty meeting, may call for changes to an established unit-level policy by notifying the faculty, or department or unit head, of a change to be considered, thereby initiating the process for policy review and possible revision. Calls for revision of department or unit policy will be assigned to a governance committee or considered at a regular faculty meeting within 30 days of the notification of the proposed change.

The faculty will review the suggested change and submit any approved policy changes to the appropriate dean or vice president for review.

Within 45 days of submission of the recommended policy, the dean, vice president, or designee will provide a written notice and explanation of any alterations to all faculty members. The faculty can request a meeting with the dean or designee to discuss their alterations before submission to the Office of the Provost, and the dean will meet with the unit faculty to discuss any substantive alterations they make to the recommended policy before submission to the Provost’s Office, unless the department or unit head has documented evidence that more than 2/3 of all department or unit faculty do not want to meet with the dean. The meeting will take place at the next scheduled department or unit meeting. If no meeting is necessary, the dean will send the policies to the Provost forthwith.

If the dean has amended the faculty-approved policy, they will send both their amended policy and the faculty-approved policy to the Provost for review and approval.

The Office of the Provost will have final authority to establish policy for each
department or unit. The Office of the Provost will send the established policy to the
dean and the department or unit head within 60 days of the receipt of materials from the
dean, who shall send it to the faculty in the unit.

Section 5. University-Union revisions. The Office of the Provost will communicate to
departments or units any agreements between the University and the Union that modify
provisions of an established department or unit policy. Department or unit policies will
be updated on the Office of the Provost website within 60 days of the agreement. Such
updates will make the impact on current policies clear.

Section 6. Internal shared governance. Policies for internal governance must include
provisions for appropriate documentation of decisions and for the appropriate and
equitable participation of both faculty in the Tenure-Track and Tenured and Career
classifications in governance and the development of departmental or unit policies.

a. The participation must be appropriate. Appropriate participation includes, but is
not limited to, departmental activities such as unit meetings, voting, and
committee membership. There must be documented and legitimate structural,
pedagogical, or programmatic reasons for determining that a class of faculty
(TTF or Career), a particular classification, a particular rank, or a particular FTE
level should not participate in a particular aspect of governance.

b. When participation is appropriate, it must also be equitable. Equitable
participation requires a level of parity that allows TTF and Career faculty in a
department or unit to have a meaningful role in governance. Equitable
participation does not mean that governance roles for every faculty member
must be exactly the same or that there must be absolute proportionality in
governance for all faculty classifications and ranks.

c. Career faculty whose teaching is primarily at the undergraduate level (e.g.
instructors) may participate and vote on undergraduate curricular matters. Career
faculty whose teaching is primarily at the graduate level (e.g. lecturers) may
participate and vote on graduate curricular matters. Career faculty whose teaching
is routinely at both levels, may participate and vote at both levels.

Section 7. All unit policies developed through the above processes, including but not
limited to, merit review, professional responsibilities, review and promotion, summer
session, and professional development should be periodically reviewed to ensure that
they comply with and reflect current CBA language and current university policy.
Notwithstanding the above, summer session and professional development policies are
approved by the deans and do not require Office of the Provost-level approval. For those
policies, the deans will have final authority to establish policy for each department or
unit. The dean will send back final policies to the department or unit faculty within 30
days of the receipt of materials from the faculty, and will forward to the Office of the
Provost for posting on the Office of the Provost website.
Section 8. Timelines in this Article are tolled over academic breaks and between academic years.