

## Duplication of Definitions in FH Section 2.9 and FH Section 7.2.7

### Rationale:

Definitions for the Faculty Handbook are kept in both FH Section 2.9 and FH Section 7.2.7. This duplication creates challenges for faculty referencing the handbook and creates the potential for conflicting information when a definition is changed in one chapter but not the other. The Governance Council proposes to remove this duplication by eliminating all definitions related to faculty conduct from FH Section 2.9, leaving the definitions solely in FH Section 7.2.7.

### 2.9 Definitions

This section defines terminology used throughout this document

#### 2.9.1 Days

In all references to "days" in this document, the reference must be to working days, that is, the days university offices are open for business. When "days" are referenced regarding appeals, disputes, and complaints, this excludes the week of spring break; the week of Thanksgiving break; and a week within the university's winter break beginning with the official holidays in December and ending with the New Year holiday, and those days in between.

Approved by Faculty Senate (December 7, 2010); by president and provost (January 18, 2011). Approved by the Faculty Senate 4/3/18, the Senior Vice President and Provost 4/5/18, and the ISU President 4/8/18.

#### ~~2.9.2 Administrative Leave~~

~~Administrative leave is defined as removal from some or all university duties with no reduction in salary. Administrative leave is not considered a sanction, but instead is an interim action used to protect the institution, the investigation of a case, or individuals involved in a case during the conduct of an investigation or hearing.~~

#### ~~2.9.3 Faculty Member~~

~~Reference to "faculty" includes all members of the faculty as defined in Article I of the Faculty Senate Constitution. This includes individuals simultaneously holding faculty rank and administrative positions. All faculty members who hold administrative appointments with titles containing the term president, SVPP, or dean are ineligible for appointment to~~

~~the faculty pool or to serve on a Faculty Review Board or a Major Sanction Committee. Department chairs are ineligible for appointment to the faculty pool or to serve on a Faculty Review Board or a Major Sanction Committee.~~

#### **2.9.4 Faculty Pool**

~~A pool of at least 25 tenured faculty members will be identified by the Faculty Senate president and confirmed by the SVPP for service on Faculty Review Boards and Major Sanction Committees. Individuals will serve a three-year term and are eligible for reappointment. The pool should include a broad range of individuals representing the ethnic, racial, gender, and disciplinary diversity of the university.~~

~~Individuals should be selected for their ability to bring independence and impartiality to the proceedings and for their stature and respect gained in the course of their professorial work. In cases of alleged academic misconduct, individuals may be selected for their professional expertise. Agreement to serve carries with it the responsibility to provide 14 diligent service when asked. Each May, the Faculty Senate president will confirm the continued availability of those whose terms are not yet complete and will provide names to the SVPP to complete a full slate of pool membership.~~

~~Compensation will be made to members of either a Faculty Review Board or a Major Sanction Committee for work on any day that is not in accord with the 9-month contract.~~

#### **2.9.5 Major Sanctions**

~~For the purpose of this document, major sanctions consist of the following:~~

- ~~• dismissal~~
- ~~• suspension without pay for at least one month~~
- ~~• reduction in salary~~
- ~~• removal of graduate supervision privileges~~
- ~~• cancellation of graduate college membership~~
- ~~• removal of distinguished titles~~
- ~~• reparations of \$2,000 or more~~
- ~~• significant reassignment of duties~~

#### **2.9.6 Minor Sanctions**

~~For purposes of this document, minor sanctions consist of the following:~~

- ~~• probation~~
- ~~• suspension of less than one month without pay~~
- ~~• minor reassignment of duties~~
- ~~• mandatory training~~

- a probationary period
- letters of reprimand
- restrictions on contact with the complainant
- mandatory training
- reparations of less than \$2,000

### **2.9.7 Non-disciplinary Corrective Action**

Non-disciplinary corrective action may include issuing a letter of direction, requiring the faculty member to review relevant policies, requiring attendance at training, or similar action. Non-disciplinary corrective action may be suggested or required by a department chair independent of the disciplinary process as a means of ensuring that a faculty member is aware of the law or institutional policy.

### **2.9.8 Reassignment of Duties**

Reassignment may occur as a result of action other than discipline. For example, elimination of a program may require reassignment. It is not intended that the disciplinary procedures should be used for reassignment for other than disciplinary reasons.

### **2.9.9 Suspension**

Suspension is defined as severing of a university responsibility without pay. Total suspension is defined as total severing of all university responsibilities without pay.