

Associate Provost Report to Faculty Senate: Faculty policies update

September 3, 2024

Paige Ware

Policies under revision

Jan '25 rollout

1.3.2 Conflict of Commitment

2.17 Faculty Sanctions and Dismissals

August '25 rollout

2.8 Extra Compensation

Steps in the process



**Drafted by Task
Forces & Working
Groups**

Spring '24



**Reviewed by
Academic Affairs**

Summer '24



**Review by Faculty
Senate**

September '24



**Final review by
Legal Affairs**

October '24



Review by PEC

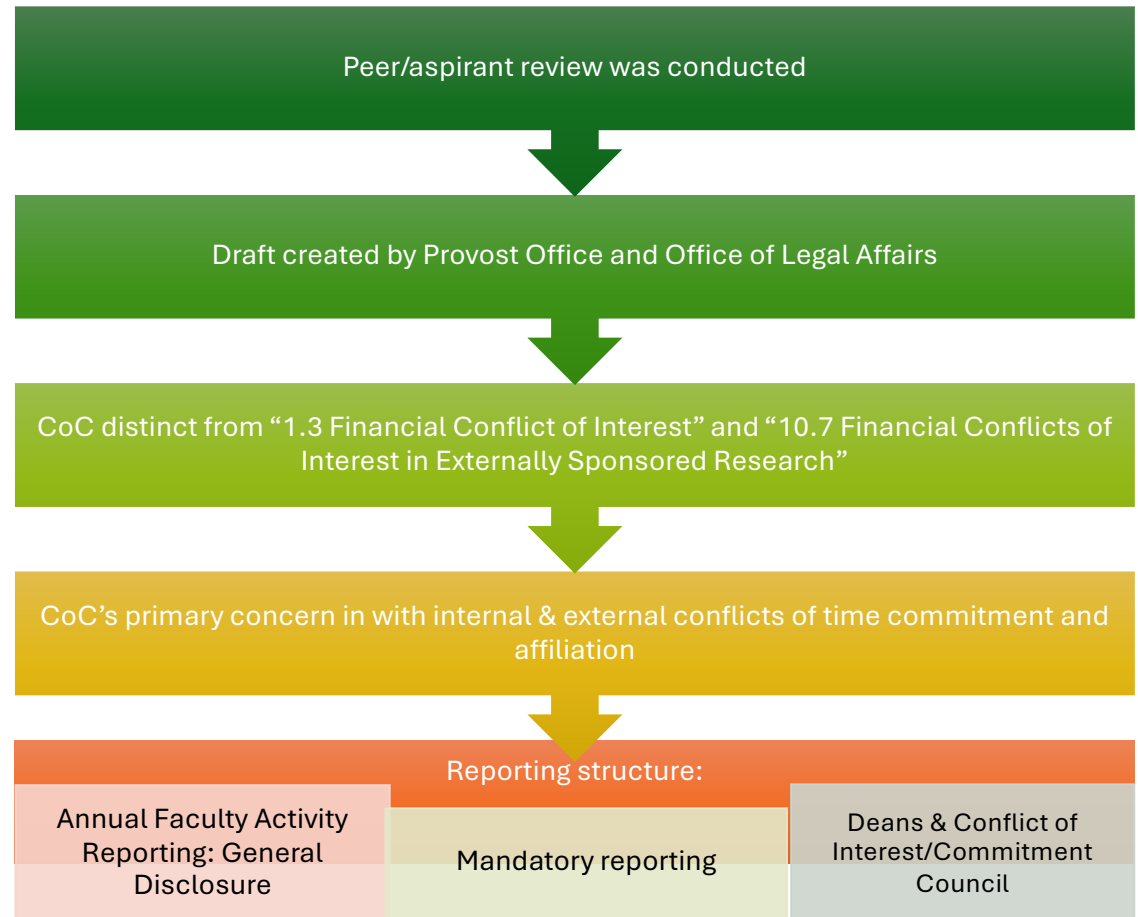
November '24



Board Approval

December '24

1.3.2 Conflict of Commitment



2.17 Faculty Sanctions and Dismissals



Recommendations made by Working Group in AY22-23 with representatives from all schools, Provost Office, and Diversity Office

Strengthen and clarify processes
Include definitions of terms



Working group formed in AY23-24: Provost Office, Faculty Senate President, HR, Office of Legal Affairs, Diversity Office

Reviewed peer/aspirant policies
Drafted revised policy based on above recommendations
Gathering input from stakeholders (current)

2.8 Extra Compensation

Internal Audit identified 'extra compensation' as a risk factor

Task Force appointed to make recommendations

Approximately 4% of faculty potentially impacted

Ceiling to be established—9-month base salary + 50% salary (33% for 3 additional months, plus 17% above that)

Dean approval required **threshold**; Provost approval required **over threshold**

Base salary = 9-month "scope of work"

Roll-out to take place in fall 2025

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Interest group discussion

- Faculty Senators are invited to read the policies and join in a group feedback discussion in mid-September

