**Executive Summary of 4/28/17 Draft Faculty Handbook**

**Introduction**

* Forms standing Faculty Handbook Committee to work with Provost to review and update Faculty Handbook at least annually
* Defines “Faculty Leadership” as UF President, Faculty Senate Chair, and Chair of the Faculty
* Addresses interplay between Faculty Handbook and University policy

**Chapter 1: Faculty Governance**

* New provision that defines role of different faculty governance agencies (i.e., Faculty Senate, United Faculty, Chair of Faculty)

**Chapter 2: Faculty Appointments**

* Adopts Appendices B.I, C and D of Master Agreement re: appointments with minor changes
* Updated non-discrimination provision with additional classes protected by law
* Clarified that there can be one-year term appointments
* Faculty Leadership authorized to grant exceptions to limits on renewable term/clinical faculty

**Chapter 3: Faculty Evaluation**

* Adopts Article 3 and Appendix B.II of Master Agreement with minor changes
* Provides that Faculty Leadership may request formation of student assessment committee
* Updated Subdivision 3.25 to provide that additional student assessments may be conducted if requested by the department head (following consultation with the faculty member) only if there are documented concerns regarding the faculty member’s teaching
* Removed language that had been contained in Appendix B.II of Master Agreement addressing ability for former Price Lab faculty to obtain tenure (no longer necessary)

**Chapter 4: Workload**

* Adopts Appendix E of Master Agreement with minor changes
* Documentation of departmental non-standard teaching load equivalencies will be distributed to Faculty Leadership

**Chapter 5: Personnel Files**

* Adopts Article 4 of Master Agreement with minor changes

**Chapter 6: Staff Reduction**

* Adopts Article 5 of Master Agreement with minor changes
* Clarifies that probationary faculty cannot be laid off as long as renewable term/clinical faculty are employed in the program area (in addition to temporary and term faculty) [Subdivision 6.32]

**Chapter 7: Summer Employment**

* Adopts Article 6 of Master Agreement with one substantive change
* Provides additional time for administration to make summer appointments [Section 7.2]

**Chapter 8: Leaves**

* Adopts Article 7 of Master Agreement with some substantive changes
* Revised provision about summer research fellowships
* Deletes provision from MA re terminal degree leave for tenured faculty
* Revised provision on faculty travel
* Release time provided to Faculty Leadership

**Chapter 9: Salaries**

* Refers to offer letter and collective bargaining agreement re salaries
* Keeps 8.2 of Master Agreement re promotion amounts
* Keeps 8.6 of Master Agreement re salary payments

**Chapter 10: Insurance (Article 9 of Master Agreement)**

* Adopts Article 9 of Master Agreement with some changes
* Updated description of benefits [Section 10.0]
* Revised health insurance provision to remove detail about contribution amounts and to eliminate indemnity plan (CMM/Classic Blue) [Section 9.3]
* Revised dental insurance provision to remove detail about contribution amounts and to eliminate Dental Plan 1 (which was tied to the indemnity health plan) [Section 9.4]
* Before making any changes in coverage, University must consult with Faculty Handbook Committee, who shall notify Faculty Senate [Section 9.9]

**Chapter 11: Faculty Petitions**

* Intended to replace Article 10 of Master Agreement by providing an informal mechanism to address disputes relating to the interpretation/implementation of the Faculty Handbook or any formally adopted policy/procedures, subject to certain exceptions
* Establishes Faculty Petition Committee (two administrators plus Chair of Faculty and a designee of UF) to attempt to resolve disputes
* If concern is not resolved, decision made by Provost, which can be appealed to arbitrator (who makes recommendation to president)

**Chapter 12: Grievance/Appeal Procedures**

* Adopts Article 11 of Master Agreement (Appeals) with some changes
* Adds involuntary transfer of probationary/tenured faculty to decisions subject to appeal process
* Clarifies that disputes can be taken to arbitration without UF’s support (but faculty member must split the cost of arbitration with the University)

**Chapter 13: Health and Safety**

* Adopts Article 13 of Master Agreement

**Chapter 14: Transfer**

* Adopts Article 14 of Master Agreement with minor change (transfer now covered by Ch. 12)