

Faculty Handbook Ad Hoc Committee Report

Committee Members: Annette Barnes, Michael Desper (Interim Member Fall 2023), Steven Binz (sabbatical Fall 2023), Jessica Walter

December 12, 2023

To update the Faculty Senate regarding the final charge of the Ad Hoc Committee from Spring 2023 regarding the review of the Faculty Handbook, we provide the below information for consideration and conclusion of the *Vt a jhYY@k cf_*

The remaining charge from Spring 2023 was related to the glossary for the faculty handbook as below:

Glossary: The entry for “Integrity” was removed as the “definition” provided was not, in fact, a definition. An actual definition is needed.

Charge: Draft a definition of “integrity” that aligns with other entries in the glossary.

Based on the Ad Hoc’s work in collaboration with the Faculty Senate’s Academic Policies Committee (APC) in Fall 2023, the terms "integrity" and "academic integrity" were identified as separate terms used throughout Chapter 6. Of note, the USM definition as provided in III-1.00 is included in Chapter 6 and linked from SU's webpage for [forms and policies](#) for "Student Accountability and Community Standards". Based on the review of this information and APC’s input, the Ad Hoc Committee proposes the following:

1. Addition of two glossary terms with definitions as below:
 - a. Integrity: Moral behavior that adheres to the six fundamental values of honesty, trust, fairness, respect, responsibility, and courage.
 - b. Academic integrity- The commitment to and demonstration of moral behavior that ensures your learning is genuine. This moral behavior will include unwavering adherence to six fundamental values: honesty, trust, fairness, respect, responsibility, and courage.
2. Including the definitions in the Faculty Handbook Chapter 6 as below

Yl dYVUh]cbgžghUbXUfXgžUbX'dc`]WYg'UbX'cZgh XYbhgDUbX'ZJW`mDf][\hg'UbX'fYgdcbg]Vilities.
H\Y'dfcW\Xi fY']g[fci bXYX'b'h\Y'Wta a]ha Ybh'c'h\Y'dfchW]cb'cZ]bX]j]Xi U'gDf][\hg''

Of note, policies listed below that gdYWZ]W`ma Ybh]cb'Gl`fYdfYgYbh'h\Y'l b]j Yfg]mDf' unique perspective on the classroom and related responsibilities of the faculty. These SU-specific policies have been developed by the faculty independent of the University System of Maryland as an expression of faculty commitment to the University as a teaching institution.

b. Student Academic Misconduct (SU)

Integrity is a prin

Moreover, many requests for Faculty searches have remained unapproved for an extended period. The administration's justification for the delay is that the next academic year's budget will be more accurately known once enrollment numbers are solidified in the spring. However, Faculty searches are typically done in the fall, so waiting to approve them until the spring means that those searches will likely be unsuccessful.

Proliferation of administrative positions

According to [SU's FY 2023 budget report](#), Faculty positions

the Faculty struggling to bring forth substantive and critical issues. It also ensures those issues do not have a resolution.

The draft language hereby provided by this committee can form the basis of the report from the FS to the President. This report and a transmittal letter from the Senate President should suffice.

The President can respond via a letter to the Faculty Senate President and endeavor to attend the FS meeting following the transmittal of this letter so that members of the FS can ask additional questions as needed. This letter should be shared with all Faculty before the FS meeting. The FS Senate should move its meeting to a larger venue to accommodate Faculty members who might wish to attend.

Many of these issues have already been addressed or are being addressed. Others can be addressed in a week or two. Members of the Faculty Senate understand that some of these issues may require additional time. It would be much appreciated if the President would give the FS a reasonable timeline for responding to such issues during the spring 2024 semester.