

Executive Summary of CoFS Voting Blocks Results

5/1/2024

Voting Block #1 Results: 34 Yay, 1 Nay, 2 Abstain

Addition of teaching track series of faculty titles (Section 1.2). Brief description: The new Teaching Track is added to CoFS. The primary change is on page 8 in section 1.2.2. This new addition should be read in context of the other faculty tracks in the larger section 1.2 (pages 5-12): Note: there are several minor changes in section 1.2 not directly related to the Teaching track. These are listed individually within voting block #5 below.

Voting Block #2 Results: 35 Yay, 0 Nay, 2 Abstain

Sabbatical eligibility clarification(s) and language changes to remove barriers to the P-PRP program- (Sections 1.3.1, 1.4.5.2-f, and 1.7.1): Brief description: Sabbatical application now formally allows concurrent application with tenure review.

Voting Block #3 Results: 30 Yay, 6 Nay, 1 Abstain

Faculty Committee (ARC, FSC, and P&T) composition and creation updates (Appendix B and related clarification in section 1.1 definitions). Brief description: 1) FSC and P&T no longer require tenured status for membership and encourage units to comprise these peer committees such that they represent the roles and tracks in the unit; 2) Language now allows unit to either elect or appoint these committees based on local unit process and policy.

Voting Block #4 Results: 32 Yay, 3 Nay, 1 Abstain

Clarification of promotion eligibility and timing- (Section 1.2 and in 1.2.1 on page 4. Brief description: CoFS has been historically silent on the ability of a faculty member to apply for promotion prior to the “mandatory date of review” (tenure) or “earliest date to apply for promotion” (full professor and all CT ranks) resulting in inconsistent practice and understandings. This is corrected with new language to clarify how an early application for promotion or tenure might be considered and limit this to no more than 1 year “early”.

Voting Block #5 Results: 34 Yay, 1 Nay, 1 Abstain

A single voting block to include numerous changes listed below that have received full support during multiple repeated stakeholder feedback sessions.

These include:

- 1- Clarification for a process to consider prior service credit that is not listed in the original letter of offer (Section 1.2)
- 2- Clarification about NAU terminal degree list (Section 1.2)
- 3- Addition to allow consideration of leadership performance in promotion criteria for 3rd level faculty ranks (Section 1.2. in all tracks for 3rd level)
- 4- Replacement of Non-tenure Eligible descriptors with Career Track (throughout Document)
- 5- Clarification about clinical track promotion eligibility for 2nd level to no longer requires terminal degree for associate rank (Section 1.2.2)
- 6- Clarification of service activity in priority order (*Dept/Unit, College/University, Professional/Community representing NAU, then Professional/Community representing self or profession*) (Section 1.2.1)
- 7- Addition for potential workload assignment in Scholarship/Creative Activity in all Career track roles (except instructor) (Section 1.2.1)
- 8- Provision to allow transition from Lecturer track to Teaching track when a current lecturer earns an approved terminal degree in their area (Section 1.2.1 – new paragraph between lecturer and teaching track descriptions)
- 9- Clarification of bridge funding options for research faculty (Section 1.2.2 -page 11)
- 10- Clarification of requirement for promotion criteria to be proportionate to workload assignment. (Section 1.4.6.1.3)
- 11- Conflict of interest/Commitment clarification- (1.7.4)
Office and policy name changes in **Appendix A**. No content or process changes made
- 12- University guideline document on Workload now referenced in Section 1.4.5.1 – F.
- 13- **Appendix C** replaced by search principles. Process steps moved to HR, provost's office and EAO oversight (Previously voted on by Senate)
- 14- Clarification of the number of days required to respond in promotion review (7 vs 12). Allows the longer of the 2 and aligns with electronic faculty data system settings.
- 15- Requested by HR: Simplification and increase of the total allowable supplemental compensation hours (1.7.3).