

Substantive Changes in ASPT Revision Effective January 1, 2017
and Implications for DFSC/SFSC Action

Any changes in department/school policy recommended by DFSC/SFSC must be approved by faculty vote.

1. Eliminated references to the rank of “Instructor.” HR confirmed that this rank has not been used in over a decade. This required two deletions: a reference in the **Overview** and criteria for promotion from Instructor to Assistant Professor in **Article VIII**.
DFSC/SFSC Action Required: *None, unless references to “Instructor” need to be eliminated.*
2. Deleted “Provisions for Mennonite College of Nursing” in the **Overview** as requested by the MCN faculty, because these provisions are no longer necessary.
DFSC/SFSC Action Required: *None, except possibly in MCN.*
3. Added **Section I.E**, reminding ASPT committees to consider the most reliable evidence available, modeled on AAUP language.
DFSC/SFSC Action Required: *None, though department/school discussion may be indicated.*
4. Revised **Section II.D**, calling for regularly scheduled equity reviews overseen by the University Review Committee in collaboration with Office of Equal Opportunity and Access.
DFSC/SFSC Action Required: *None, though discussion of department equity may be indicated.*
5. Deleted a section of stipulations for the CFSC in MCN in **Article IV** at the request of the faculty because such stipulations are no longer needed.
DFSC/SFSC Action Required: *None, except possibly in MCN.*
6. Re-wrote **Section V.B** to set a timeline and clarify the process for departments/schools to revise their ASPT policies.
DFSC/SFSC Action Required: *DFSC/SFSC and Department/School need to discuss, develop, and adopt policies ensuring compliance with timeline for periodic review.*
7. Clarified the impact of a “stop-the-clock” provision on the probationary period in **Sections IX.B.2 and IX.B.3**.
DFSC/SFSC Action Required: *DFSC/SFSC review policy to ensure understanding and compliance; no need for department/school policy.*
8. Inserted **Section X.B** to clarify the scheduling of cumulative post-tenure reviews that are required because of unsatisfactory annual performance evaluations.
DFSC/SFSC Action Required: *None. DFSC/SFSC may wish to include explicit provision in department/school policy.*
9. Revised **Section X.D** to clarify the development and implementation of remediation plans generated by the cumulative post-tenure review process.
DFSC/SFSC Action Required: *None. DFSC/SFSC may wish to include explicit provision in department/school policy for clarity.*

10. Added clarifying language in **Section XIII.A** about the distinction between “informal resolution” and “formal meetings” and their places in the appeal process.
***DFSC/SFSC Action Required:** None. DFSC/SFSC may wish to reiterate this provision in department/school policy for clarity.*
11. Added **Section XIII.B.3**, which provides a clearer timeline for formal meetings in the appeal process.
***DFSC/SFSC Action Required:** None. DFSC/SFSC may wish to reiterate this provision in department/school policy for clarity.*
12. Added **Section XIII.E**, which provides policies and procedures for faculty meetings with the Dean or Chair/Director who have made negative recommendations while voting in the minority.
***DFSC/SFSC Action Required:** None. DFSC/SFSC may wish to reiterate this provision in department/school policy for clarity.*
13. Updated language in **Appendix 2** to reflect the growing variety and excellence of scholarly and creative activity; University Research Council initiated this set of revisions. There are also minor revisions to the sections of Appendix 2 on teaching and service to align with these updates in the section on scholarly and creative activity.
***DFSC/SFSC Action Required:** None. Best practice would be for DFSC/SFSC (and, subsequently, all faculty) to discuss the new examples in the illustrative list of faculty activities and consider any discipline-specific updates they may wish to make in their own policies.*