



Talking Points on the Revision of Conditions of Faculty Service (COFS) by Faculty Senate

(Working Draft)

The Faculty Senate and NAU administration is currently revising the Conditions of Faculty Service (COFS). COFS is one of the single most important documents affecting faculty working conditions. Thus, revisions to COFS must include the following:

- Make all faculty classifications tenure eligible
 - Alternately, create a consistent, equitable pathway for non-tenure track faculty to transition to tenure track positions (Proposed policy available through the Non-Tenure Track Council)
- Enable all faculty to apply for Promotion/Tenure early, remove the minimum time eligibility requirements, and clarify the process by which promotion/tenure should happen.
- Make all non-tenure eligible positions (Teaching/Clinical/Professors of Practice) guaranteed 3 year contracts.
- In the new TEACHING FACULTY section, guarantee the option for up to 20% scholarship/creative activity in the SOE
- Change the SOE negotiation process to include FSC
- Promotion and Tenure appeals should go to the college Tenure and Promotion Committee, not to a single dean.
- Language on all faculty service should incorporate various levels (department, college, university, profession) as well as community engagement (local, state, national, international).
 - *“Responsibilities:* Teaching faculty members are primarily responsible for teaching undergraduate or graduate courses with the potential for scholarship/creative activity as well as providing service to the department, college, university, profession, and/or community.”
- Ensure department autonomy for evaluations and review, such that “records of commitment,” “effectiveness,” and “success” are clarified to be “as defined by the faculty member’s academic unit.”
- Allow sabbaticals for non-tenure eligible faculty:



- 1.3.1.5.f: “Full-time non-tenure eligible appointments shall qualify for sabbatical leave in accordance with the same requirements as tenure eligible faculty.”
- 1.7.1. “Eligible faculty include both full-time tenure and non-tenure eligible appointments.”
- Add language to more clearly differentiate between “complaints” and “grievances” in Appendix A
- To avoid conflicts of interest, allow the recommendations of the Faculty Grievance Committee to go directly to ABOR if the President or Provost are named as the Respondent.
- Modify language in Appendix A.3.5.3 “**Note**” to clarify off-contract dates in relation to concern of faculty availability during summer
- Allow Unit-Level autonomy for membership of the Faculty Status Committee to enable promoted non-tenure eligible faculty (Associate Teaching/Clinical Professors /of Practice) may also serve.
 - B.1.1 “This committee will consist of a minimum of three full-time tenured or otherwise promoted faculty members as elected by the department/unit.”