CU-AA-05 Program Review

- Made format changes.
- Created a clear policy statement.
- Added amendment clause stating that only substantive changes need further board approval.
- Added several appendices that do the following:
  - Delineates evaluative components of Program Review.
  - Delineates levels of Program Review.
  - States Program Review guidelines of the BOG and HEPC.
  - Delineates procedural elements of Program Review.
  - Provides guidelines for the self-study statement.
  - Delineates the outcomes of the Program Review.
  - Outlines procedures for the Annual Productivity Review.
  - Describes the Focused Review process.

CU-AA-17 Faculty Sabbatical

- Made format changes.
- Changed submission and approval process so that proposal now goes to the Department Chair, the Dean, and the Provost instead of to the Faculty Development Committee, the VPAA, and the President.
- Removed the section on awarding of specific additional stipends for travel or equipment.
- Added flexibility to how sabbaticals are arranged so that some teaching may be involved in situations where its either unavoidable or advantageous for the faculty member.
- Added flexibility to the timeline of sabbatical requests to account for planning beyond the next academic year.
- Added amendment clause stating that only substantive changes need further board approval.

CU-AA-32 Academic Forgiveness

- Made format changes.
- Added clear policy statement.
- Aligned CU’s policy to HEPC policies on Academic Forgiveness.
- More clearly outlined Standards for Academic Forgiveness.
- More clearly identified Student Notification of policy in the Academic Catalog.
- More clearly outlined procedures for Academic Forgiveness.
- Added amendment clause stating that only substantive changes need further board approval.
CU-AA-34 Grade Point Average for Associate and Baccalaureate Degrees
- Made format changes.
- Added clear policy statement.
- More clearly identified parameters and process for GPA calculations.
- More clearly stated D and F Repeat provisions.
- Added amendment clause stating that only substantive changes need further board approval.

CU-AA-39 Faculty Promotion in Rank
- Made format changes.
- Added a clause to the policy statement to indicate that the criteria for promotion will include an effort to “uphold high standards of equity, diversity, and inclusion in the process.”
- Added a procedure statement that defers to the Office of the Provost for guidance on implementation.
- Added a statement that promotion in rank brings with it “both recognition and an increase in compensation.”
- Added a statement that candidates for promotion must satisfy the minimum criteria for each rank, and aligned this policy to what is found in CU-AA-62 Faculty Appointment, Classification, and Rank.
- Streamlined criteria for promotion and better aligned criteria with portfolio criteria and categories.
- Clarified language describing the various ranks and the professional expectations associated with each, as well as aligned policy with CU-AA-64.
- Removed section referring to retirement promotion, which was seen as anachronistic in relation to current practices.
- Removed language referring to “positive attitude” regarding service duties.
- Clarified the criteria for promotion from Assistant Professor to Associate Professor.
- Clarified the criteria for promotion from Professor to Distinguished Professor.
- Added amendment clause stating that only substantive changes need further board approval.

CU-AA-41 Distance Education
- Made format changes.
- Updated processes to better reflect current practices and technology.
- Provided definition of intellectual property rights consistent with the new CU-AA-XX (New) policy on intellectual property rights and responsibilities.
- Stated that courses will be aligned with Quality Matters and faculty will receive QM training, but that evaluations will take place in house instead of through the QM Peer Review process.
- Stated that there will be a minimum of 25 students in online courses, unless approved by the Provost, instead of stating that the number will always be 25 for online courses in order to allow for disciplinary and pedagogical differences.
- Added amendment clause stating that only substantive changes need further board approval.

CU-AA-60 Faculty Qualifications
- Made format changes.
- Added amendment clause stating that only substantive changes need further board approval.
**CU-AA-61 Academic Freedom**
- Made format changes.
- Added amendment clause stating that only substantive changes need further board approval.

**CU-AA-62 Faculty Appointment, Classification, and Rank**
- Made format changes.
- Clarified and more clearly defined faculty appointment classifications and the professional expectations of each, as well as aligned these criteria with policy with CU-AA-39.
- Added amendment clause stating that only substantive changes need further board approval.

**CU-AA-64 Faculty Evaluation and Performance**
- Made format changes.
- Streamlined and clarified the language throughout.
- Deleted the section describing the optional “departmental personnel committees.”
- Created a rigorous third-year review process, similar to the tenure critical year review.
- Created a process and criteria for the review of adjunct faculty.
- Created simpler expectations for the annual review of full-time faculty (other than tenure-track faculty in years 3 and 6 and tenured faculty during post-tenure review years) by limiting annual reviews to the Annual Self Evaluation, the Professional Activity Summary, a current CV, and student course evaluations.
- Modified and narrowed duties of the College Personnel Committee, limiting their review to third-year, critical tenure year, and post-tenure years only. In other years, the process will only involve department chairs, deans, and/or the provost, depending on the need to escalate concerns.
- Created separate criteria for review of non-tenure-track faculty, as opposed to tenure-track and tenured faculty, deemphasizing publication and allowing for greater flexibility regarding the relative weight of teaching and service.
- Changed the persons responsible for implementation to read department chairs, deans, and the provost, rather than simply department chairs.
- Added what was in CU-AA-70 Guidelines for the Faculty Portfolio, newly revised using an updated set of evaluation criteria, as an appendix to this policy.
- Added amendment clause stating that only substantive changes need further board approval.

**CU-AA-65 Faculty Notifications in Terms and Conditions of Appointment**
- Made format changes.
- Changed assigned responsibility for letters of appointment and renewals in that the president is responsible for initial appointment letters and letters of renewal for part-time and full-time faculty, while the Provost is responsible for appointments and renewals of adjunct faculty.
- Added amendment clause stating that only substantive changes need further board approval.

**CU-AA-66 Faculty Professional Responsibility**
- Made format changes.
- Specified that supervisory requests and instructions, beyond those in the initial hiring letter or annual contract, will be in writing and are expected to specifically relate to teaching, research, creative arts, service, and other professional responsibilities.
- Added amendment clause stating that only substantive changes need further board approval.
CU-AA-68 Faculty Resignations and Concluding Responsibilities

- Made format changes.
- Effectively streamlined the processes faculty go through after resigning.
- Deleted the detailed steps listed for the Human Resource off-boarding process.
- Added amendment clause stating that only substantive changes need further board approval.

CU-AA-69 Faculty Tenure

- Made format changes.
- Clarified faculty responsibility for determining tenure processes and evaluating peers, while acknowledging that the final authority for the processes and determinations rest with the President and the Provost.
- Clarified expectations for tenure-track faculty.
- Added a formal 3rd-Year Review process to the tenure track.
- Removed clause concerning the awarding of tenure to those without a terminal degree.
- Removed statement: “...exceptional evidence of their teaching, research, and service is of the highest quality” due both to its redundancy and implied hyperbole.
- Gave a more accurate, but more streamlined description of review procedures.
- Removed clause allowing faculty to apply for early tenure.
- Removed some details concerning the review procedures, which are more appropriate for the Faculty Handbook.
- Removed the optional departmental personnel committees.
- Added amendment clause stating that only substantive changes need further board approval.

CU-AA-70 Guidelines for the Faculty Portfolio

- Seeking to delete policy because it isn’t really a policy so much as a set of procedures that would be more appropriate placed in the Faculty Handbook.
- Procedures were added as an appendix to CU-AA-64.

CU-AA-XX (New) Intellectual Property Rights and Responsibilities

- Defined and delineated faculty ownership, joint ownership, and university ownership of intellectual property of all types, including copyrighted materials.
- Specifically discussed ownership of pedagogical materials, whether developed within the context of regular employment or as specific work-for-hire.
- Discussed distribution of income in a variety of scenarios.
- Described restrictions and best practices regarding the use of copyrighted materials in online courses.
- Provided clear definitions of all terminology associated with intellectual property and copyright law.
- Added an amendment clause stating that only substantive changes need further board approval.

CU-HR-08 Role of Adjunct Faculty

- Seeking to delete policy because it is outdated and unnecessary, given that everything in it is either no longer applicable or covered in other policies.
CU-HR-18 Faculty Salaries

- Made format changes.
- Stated the relevant WV Code that applies to this policy
- Stated policy more clearly.
- Revised policy to better reflect actual practice regarding the determining of faculty salaries.
- Omitted discussion of merit pay, a system that was never followed at CU.
- Added amendment clause stating that only substantive changes need further board approval.

CU-HR-63 Faculty Dismissal for Cause

- Made format changes.
- Eliminated redundant language.
- Added amendment clause stating that only substantive changes need further board approval.