

7. Avoiding exploitation, harassment or discriminatory treatment of individuals in the academic environment.

F. Academic Freedom of the Faculty

1. The Faculty subscribes to the principles of academic freedom and tenure. All Faculty Members have freedom to teach and seek the truth, have security of position after a reasonable period of probation, have income commensurate with professional attainments and have assurance of an explicit contract.
2. In speaking or writing, the Faculty will be responsible and accurate, and will indicate that they speak as individuals unless authorized to do otherwise. As scholars and educators, Faculty Members should remember that the public may judge their profession and the institution by their public statements.

G. Faculty Rights and Responsibilities

1. The rights and responsibilities of the Faculty are consistent with these Faculty Rules & Regulations and the bylaws, policies and procedures of the University. The Faculty, through the leadership of their respective dean and the administrative structure within each college, is responsible for the educational affairs, including such fundamental areas as curriculum, subject matter, and methods of instruction, learning assessment, research, the granting of degrees, honors, and awards, and academic standards within that college consistent with the governance structure of that college.
2. The Faculty Committee on Rules and Regulations will continuously review and make recommendations on these Faculty Rules and Regulations and will submit proposals for amendments to these Faculty Rules and Regulations as set forth in Article II below. The Faculty Committee on Rules and Regulations working with the respective committees for promotion and tenure, will also review and make recommendations on policies and procedures governing Faculty such as, but not limited to, appointments, promotions, tenure, employment benefits, faculty leaves, and dismissals.
3. The Faculty Committee on Rules and Regulations consists of Ten (10) elected Faculty Members:

eight (8) from the College of Medicine and Life Sciences and two (2) from the College of Health and Human Services. A copy of the Faculty (Senate) also as a F.6.4h F)Tj-.018 Tc22.3983 426.396

3. Professional activities conducted elsewhere:

Lectureships, training, consulting arrangements, research and other professional activities that are conducted as extramural activities are encouraged to the extent that they do not interfere with the performance of primary duties and responsibilities at the University or impair the performance of the individual as a scholar, teacher, researcher, or administrator or create a conflict of interest. Such activities will require the prior approval of the department chair, dean of the appropriate college, and the Provost, and be in compliance with all University policies.

4. Clinical Practice

All Regular, Adjunct, Visiting, and Joint Faculty Members ("Regular Faculty" or "Faculty Members with Regular Appointments"), if they are legally qualified and duly appointed, may engage in clinical practice with prior approval of their chair or dean and to the extent that it does not interfere with the performance of primary duties and responsibilities at the University or impair the performance of the individual as a scholar, teacher, researcher, or administrator or create a conflict of interest. In addition, Faculty Members with Regular Appointments may engage in clinical practice only as clinical employees of the University, members of practice plans approved by the Board, or as contractors under a contract approved by the University or under special exceptions with the prior written approval of the chair.

(as specified in the letter of appointment) and will not exceed 50% of the individual's professional time.

- b. Visiting Appointments are a type of Regular Appointment conferred on part-time or full-on

There is no requirement for Faculty to be nominated or apply for tenure under these Faculty Rules and Regulations.

3. Procedure of the Awarding of Tenure

Any eligible Faculty Member may be considered for tenure. An application for tenure may be initiated by the candidate, by the chair, or by the dean of the Faculty Member's primary appointment. An application for tenure will be submitted through "Faculty 180," and will follow the process and the timeline outlined in the University Academic Personnel Calendar. A decision not to proceed with a recommendation for tenure to the Board will be communicated by the Provost to the nominating dean and the candidate. Faculty need to refer to the College of Medicine and Life Sciences Tenure Criteria document, and to the College of Health and Human Services Faculty Handbook. Tenure is not awarded until final approval of the Board.

4. Post-Tenure Review

All tenured Faculty Members will undergo a formal tenured faculty review ("Formal Review") of their contributions to education, scholarship and service, every 5 years. This Formal Review shall bune

- c. The application for FIL must be submitted well in advance of the requested date of leave, and will be reviewed and processed as outlined in the University Academic Personnel Calendar.
- d. Within ninety (90) days of completing a FIL request, a written report of the results will be submitted to the department or school chair, the dean, and the Provost. The report will include:
 - (1) An account of activities during the leave, including travel itineraries, institutions visited, and persons consulted.
 - (2) A statement of progress made on the leave as proposed in the request and an explanation of any significant changes made in the program.
 - (3) An appraisal of the results obtained during the leave and how the leave will improve the Faculty Member's contributions to the Faculty.
- e. No Faculty Member on FIL will suffer a reduction or termination of regular employee retirement service credit or hospital, life or long-term disability insurance benefits, except by specific restrictions of an insurance carrier that are beyond the control of the Board.
- f. After returning from FIL, a review of performance and salary will be performed by the appropriate chair or dean. A report must be submitted and accepted for a Faculty Member to be eligible for any salary adjustments or merit increases.

2. Eligibility

- a. Full-time Faculty Members in good standing who have completed at least seven (7) consecutive academic years of service at the University, as defined by their contracts, are eligible for FIL.
- b. Full-time Faculty Members F77.8798P.

or part of the fifty (50%) percent reduction in salary as set forth in these Rules and Regulations. Release time for consultation or clinical practice or payment of a salary supplement from a grant or fellowship funds will not be permitted while on an improvement leave unless specifically approved in writing by the Provost.

- c. In addition to salary, special arrangements may be made for grants to defray travel and similar coincidental expenses. Such funds will be received by the University and administered in accordance with the leave plan. These arrangements (ent)3 0 31u3.1 (s)-8 (t)- bw - (s)

For all tenured Faculty, the termination of an appointment or a reduction in salary may be necessitated by a financial emergency of the University as declared by the Board. If the Board declares a financial emergency, the Board will take steps it deems necessary to

advance written notice before expiration of the appointment must be provided for non-renewal.

(iii) If the Faculty Member

for the administrative leave and length of leave. Administrative leaves without pay may not exceed one hundred and twenty (120) calendar days at a time.

6. The medical staff privileges when applicable may be summarily suspended during administrative leaves according to the Bylaws and Rules and Regulations of the Medical Staff. Faculty Members on administrative leave may be terminated at any time according to these Faculty Rules and Regulations.

U. Communication with The University of Toledo Board of Trustees

The usual method of communication between a Faculty Member and the Board should be written and should be presented to the Provost or the President. This is not to be interpreted, however, as in any way limiting the right of communication between Faculty Members and the Board, or as limiting the manner in which Trustees may gain information as to the operation of the University.

V. Faculty Due Process, Grievance and Appeals

All Faculty Members are guaranteed due process and are protected from adverse decisions or actions resulting from or associated with unfair practice(s) or failure of due process. Any adverse decision or action affecting the affairs of individual Faculty Members is grievable to the extent that unfair practice(s) or failure of due process, as defined by applicable rules and policies of the University relating to the grievable issue, is the alleged basis. Exempted from this grievance process are Board actions required as a result of financial emergency that affect the entire academic unit. All grievances and appeals are processed in accordance with the University's Faculty Grievance and Appeals policy.

ARTICLE II

Review and Amendment of the Faculty Rules and Regulations

A. Review of Articles

The Faculty Rules and Regulations are subject to approval by the Board of Trustees of The University of Toledo. The President will make a recommendation to the Board based on the process outlined below.

B. Procedure for Amendment

1. An amendment may be proposed by any Faculty 2 4 . 5

6. Should the Provost or the President not accept a proposed modification put forth by the Faculty Committee on Rules and Regulations, the Faculty Committee on Rules and Regulations can request that the President present its recommendations to the Board of Trustees at the same time that he/she presents his/her proposed modifications.
7. These Faculty Rules and Regulations may be amended by the University at any time when necessary to comply with state or federal law or accreditation requirements.

C. Adoption of Amendments

1. Consideration of proposed amendment(s) brought before the Board will appear on the written agenda for the Board meeting following review and approval by the President.