



**ARKANSAS STATE UNIVERSITY - NEWPORT**

NEWPORT • JONESBORO • MARKED TREE

# **FACULTY HANDBOOK 2023–2024**



**LATISHA CLARK**

**OUTSTANDING FACULTY OF THE YEAR**



## ASU-Newport Faculty Handbook

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### WELCOME

Welcome to Arkansas State University-Newport! As a faculty member at ASUN, you play an integral role in achieving the college's mission, vision, and values. You bring with you a broad range of knowledge, perspectives, instructional strategies, and real-world experience that will impact students, communities, industry partners, higher education partners, and your colleagues.

ASUN's commitment to teaching and learning is more than a simple statement. It is the cornerstone of all we do at ASUN and the most integral influence on student success. The success of our students and programs is dependent upon your conscientious and concerted efforts to guide our students and be responsible to their ever-changing needs. We are proud of our faculty at ASUN, and we look forward to another amazing year of education, growth, and transformation!

### FOREWORD AND INTRODUCTION

The *Faculty Handbook* is an official publication of the Arkansas State University-Newport Office of the Provost/ Vice Chancellor for Academic and Student Affairs. ASUN's most important efforts are focused on teaching, learning, and student support. ASUN strives to provide instructional support mechanisms to ensure faculty have the resources needed to ensure student learning remains the top priority.

This handbook provides faculty members with up-to-date and essential information regarding college policies and procedures. It is intended to provide a basic understanding of the college's mission, vision, and values. It has been designed to provide faculty with a brief overview of the policies and procedures and acts as a supplement to the ASUN Standard Operating Procedures available at <https://www.asun.edu/operating-procedures>.

Much of the material contained in this handbook is summarized and may not include complete details of complex policies or laws, and it does not purport to be comprehensive. This handbook does not constitute an appointment for employment, either expressed or implied. Arkansas State University-Newport, by and through the Arkansas State University Board of Trustees, reserves the right to revise, modify, and repeal any of its policies through future actions.

It is impossible to write a handbook that will cover every situation that may arise in the workplace. Please direct all questions to the Office of the Provost/ Vice Chancellor for Academic and Student Affairs at [provost@asun.edu](mailto:provost@asun.edu).

### Equal Employment Opportunity

The State of Arkansas does not discriminate in access to employment opportunities or in employment or practices on the basis of race, color, religion, sex, national origin, age, disability, or genetic information.

This edition of the Faculty Handbook supersedes all previous editions.

Date: July 1, 2023

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**SECTION I: MISSION, VISION, VALUES STRATEGIC PLANNING****Introduction**

The instructional programs offered at ASU–Newport reflect faculty and staff awareness that the clientele of ASU–Newport includes both traditional and nontraditional students. The maximum development of students and service to the community are among the principle goals of the college.

The faculty and staff share a commitment to students, providing a continuing opportunity for the development and extension of skills and knowledge as well as an opportunity for students to increase awareness of their role in and responsibility toward society. ASU–Newport fulfills its primary role as students enter the college, choose programs compatible with their goals, persist in college until their goals are attained, and subsequently become productive members of society.

ASU–Newport subscribes to the principle that continuous assessment and improvement of the curriculum and student learning experience is paramount. Therefore, ASU–Newport endorses the belief that college faculty should be selected for excellence in teaching, education, discipline, and profession.

ASUN strives to offer innovative, high-demand programs for students on campus, online, and at off-campus locations throughout the institutional service area. The college is suited to meet the educational needs of a wide age and interest range.

In the area of service to the community, the college serves as an educational and cultural hub. The resources of the college are extended to the public through the library, cultural enrichment programs, online classes, dual enrollment, concurrent enrollment, evening classes, hybrid classes, continuing education classes, and adult education classes. ASU-Newport provides customized training and support in the areas of continuing education, industry, leadership, and business.

**Mission Statement**

ASU-Newport will provide accessible, affordable, innovative learning opportunities that transform lives and strengthen the regional economy.

**Vision Statement**

Empowering Individuals. Advancing Communities.

**Values**

ASUN's core values of belonging, compassion, diversity, innovation and integrity shall drive our institutional priorities and goals.

- **Belonging**... acceptance, support, and engagement of all people to ensure they feel welcome, valued, and that their perspective matters.
- **Compassion**... kindness, empathy, and service to others stemming from a desire to help and make a positive difference in a person's life.
- **Diversity**... respect, understanding, and appreciation for all people regardless of real and perceived differences.
- **Innovation**... encouragement and adoption of forward-thinking ideas that allow for sustainability, growth, responsible stewardship of resources, and academic advancement.
- **Integrity**... consistent adherence to strong moral and ethical principles including respect, loyalty, trust, and accountability.

**Strategic Priorities****Strategic Priority 1 – Student Success**

**Develop and implement a holistic student life model that reduces barriers and engages students. Provide high-impact growth and development opportunities recognizing the diversity of students.**

**Focus areas:**

- Customer service
- Enrollment management
- Guided pathways
- Holistic student supports

**Key Performance Indicators (KPIs):**

- Institutional data
  - Graduation/completion rates
  - Credentials awarded
  - Retention rates
  - Persistence rates
  - Application-to-admission ratio
- ASUN-administered surveys
  - Student satisfaction survey
  - Student engagement activity surveys
  - Graduation surveys



- End of term assessment reports
- Student course assessments (EvalKits)
- Third-party surveys
  - Community College Survey of Student Engagement (CCSSE)
  - Survey of Entering Student Engagement (SENSE)
- Other measures
  - Co-curricular assessment
  - Student organizations
  - Student competitions
  - Student engagement activities offered and participation rates

### Strategic Priority 2 – Employee Success

**Embrace employee-centric processes and opportunities to enhance recruitment, job satisfaction, and retention. Foster a culture that supports diversity, equity, and inclusion.**

#### Focus Areas:

- Culture
- Onboarding
- Recruiting
- Retention

#### Key Performance Indicators (KPIs):

- Institutional data
  - Faculty retention/attrition rate
  - Staff retention/attrition rate
  - Employee demographics
  - Continuing education
  - Rank and promotion
  - Compensation plans
- ASUN-administered surveys
  - Employee exit surveys
  - Quarterly new employee survey through year 1 of employment
- Third-party surveys
  - Community College Faculty Survey of Student Engagement (CCFSSE)
  - Higher Education Data Sharing Consortium (HEDS) Diversity and Equity Campus Climate Survey
  - Personal Assessment of the College Environment (PACE) Climate Survey for Community Colleges
- Other measures
  - Professional development tracking
  - Diversity, equity and inclusion initiatives/activities and surveys

### Strategic Priority 3 – Institutional Excellence

**Advance a culture of responsible stewardship that enhances effectiveness and efficiency. Utilize data-driven decision-making to strengthen operational systems and processes.**

**Focus Areas:**

- Data-driven decision-making
- DE&I
- Fiscal sustainability
- Infrastructure

**Key Performance Indicators (KPIs):**

- Institutional data
  - Composite Financial Index (CFI)
  - Composite Financial Index-Governmental Accounting Standards Board (CFI-GASB)
  - Foundation balance
  - Productivity funding metrics tracking
  - Edify trends/benchmarking
  - Audit reports
  - Grant funding and tracking
  - Minority Recruitment and Retention Report
- Other measures
  - Master Plan progress tracking
  - Technology audit and replacement schedule/timeline
  - Diversity, equity and inclusion plan and benchmarks

### Strategic Priority 4: Community Engagement

**Cultivate and strengthen partnerships that support the college mission and the common good. Serve and engage communities to promote social, economic, and cultural growth.**

**Focus Areas:**

- Accessibility
- Branding
- Partnerships
- Service

**Key Performance Indicators (KPIs):**

- Institutional data
  - Partnerships
  - Scholarships
  - Endowment/donations
- ASUN-administered surveys
  - Advisory committee satisfaction survey
  - Clinical/internship/apprenticeship employer survey

- Lifelong learning courses offered and satisfaction survey
- Workforce courses offered and satisfaction survey
- Other measures
  - Community service tracking
  - Community events hosted on campuses and attendance
  - Civic group engagement tracking

## **Institutional Learning Outcomes**

### **Institutional Learning Outcome 1-Communication**

*Students will express ideas, knowledge, and concepts in a clear and concise manner.*

- a) Written
- b) Verbal
- c) Interpersonal

### **Institutional Learning Outcome 2-Reasoning**

*Students will apply reasoning skills in a variety of environments, which demonstrates problem-solving and applied knowledge.*

- a) Explore
- b) Locate
- c) Interpret
- d) Evaluate
- e) Apply

### **Institutional Learning Outcome 3- Responsibility**

*Students will participate in service activities that instill in them a sense of social responsibility.*

- a) Civic
- b) Academic
- c) Financial

**SECTION II: ASU-NEWPORT ORGANIZATION AND GOVERNANCE****Board of Trustees**

The governing body of Arkansas State University is the Board of Trustees, composed of seven members, one of whom is appointed each year by the Governor of Arkansas for a period of five years. The Senate of the General Assembly must confirm each appointment. The function of the board is legislative, and the board determines the general policies of ASU-Newport and approves the expenditure of its funds.

**President**

The President of the ASU System is the chief executive and administrative officer. The President is appointed by the Board of Trustees and is directly responsible to the Board of Trustees for the conduct of the institution, the development of institutional goals, the formulation of policies, and the overall well-being of the ASU System. The President's office is maintained in Little Rock, AR.

**Chancellor**

The Board of Trustees of Arkansas State University appoints the Chancellor of ASU-Newport. The Chancellor is the chief administrative officer for the campus and reports to the President. As the chief administrator, the Chancellor is responsible for the overall well-being of the college, including the general areas of instruction, business affairs, and student services. The Executive Cabinet assists the Chancellor.

**Provost/Vice Chancellor for Academic and Student Affairs**

The Vice Chancellor for Academic and Student Affairs (Provost) reports directly to the Chancellor. The Provost is responsible for the development, coordination, and implementation of the total instructional program, including faculty and staff recruitment and retention. It is the goal of the Provost to ensure relevance of all academic offerings and endeavors and to foster the growth of those participating in the learning process-both students and faculty. In addition, the Provost is responsible for all student life and student support initiatives for the College.

**Executive Cabinet**

The Executive Cabinet reports directly to the Chancellor and is composed of the Provost, the Executive Vice Chancellor for Finance and Administration, and the Vice Chancellor for Leadership and Community Engagement. The Executive Cabinet convenes bi-monthly and represents every area of the College to ensure coordination of information, collective analysis of institutional matters and issues, and ensures the College maintains relevance by maintaining a clear focus on the mission, vision, values, and strategic priorities.

**Academic and Student Affairs Deans**

The Academic and Student Affairs Deans report directly to the Provost. The Academic Deans represent each program and instructional area within the college, while the Student Affairs Deans represent areas of student support. They are recognized as academic instructional

facilitators and serve as the liaison between higher levels of administration and faculty. These are twelve-month, non-extended appointments and are members of the Instructional Council.

**Director of Workforce Development**

The Director of Workforce Development reports directly to the Provost and provides strategic planning, leadership, administrative oversight, and operational management of all workforce training initiatives at ASUN. The Director is a sitting member on Instructional Council and serves to ensure the institution is appropriately resourced to serve students, faculty, staff and community stakeholders through outreach efforts and resources. This is a twelve-month appointment.

**Director of Adult Education**

The Director of Adult Education reports directly to the Dean for Diversity, Equity, and Inclusion and is responsible for the management of ASU-Newport Adult Education and oversees all adult education locations, staff, and faculty. The Director is recognized as an academic instructional facilitator to ensure the institution maintains a strong collaboration with the adult education mission and function. This is a twelve-month, non-extended appointment.

**Director of Instructional Design and Distance Education**

The Director of Instructional Design and Distance Education reports directly to the Dean for Student Success and Assessment and is responsible for the coordination and oversight of all instructional technology, including ASUN's Learning Management System, Educational Software, and Assessment Technology Software. The Director is responsible for planning, coordination, and implementation of faculty and student technology training, and works in collaboration with Academic Affairs Administration to ensure student learning assessment data collection and analysis. This is a twelve-month, non-instructional appointment.

**Program Directors**

Directors report directly to the Academic Deans. The Directors represent the programs and instructional areas within their divisions. They are recognized as academic instructional facilitators and serve as the liaison between the Dean and the faculty. These are 10.5 or twelve-month, non-extended appointments.

**Institutional Committees**

Committees serve an important function in the effectiveness of the institution. Faculty, staff, administrators, students, and community members serve on committees to generate a broad perspective on institutional goals and objectives. Faculty members are expected to serve on committees as needed and are recommended by the Executive Cabinet and appointed by the Chancellor.

**Faculty Association**

The Faculty Association extends committee-as-a-whole privileges to all full-time faculty and professional librarians. All faculty members, both full-time and part-time, are encouraged to participate in the organization which proposes "to promote the effectiveness of the campus in

the discharge of its responsibilities, to affect closer coordination among the various areas of the ASU-Newport institution, and to provide a means by which the special competencies of the members of the faculty may be utilized more fully in the formulation and execution of the academic program of the ASU-Newport institution.” For the full text of the Faculty Association’s Constitution, see Appendix B.

**Curriculum Committee**

The Curriculum Committee serves to ensure the curriculum development and revision process. The scope of the committee’s operation ranges from generating ideas for courses to securing complete proposals for programs of study. The committee has no administrative oversight and no financial or liability responsibilities. The committee is composed of a minimum of 8 and a maximum of 12 members. These members are selected as representatives of their respective areas and include the following: Two members from each academic division including Applied Sciences, Liberal Arts, STEM, Nursing and Health Professions, and Adult Education, as well as the Coordinator of Academic Support Services, and one standing representative from Enrollment Management.

**Program Review Committee**

The Program Review Committee serves to assure that all academic programs are operating at the uppermost levels of academic quality and are aligned with the mission of the college. The scope of the committee’s operation ranges from gathering and analyzing information to providing recommendations to the Curriculum Committee with regard to the status of all academic programs of study. The committee has no administrative oversight and no financial or liability responsibilities. The committee is composed of a minimum of 8 and a maximum of 10 members. These members are selected as representatives of their respective areas and include members from each academic division including Applied Sciences, Liberal Arts, STEM, Nursing and Health Professions, and Adult Education.

**SECTION III: ACADEMIC POLICIES, PROCEDURES, AND SERVICES**

**NOTE: Select policies have been adopted by the Arkansas State University System and can be found in the Arkansas State University System Policies, available at <http://www.asusystem.edu/about/policies/> and include the following:**

- General Statement of Employment Policy
- Nepotism
- Annual Leave and Vacation
- Sick Leave
- Catastrophic Leave Policy
- Leave without Pay
- Military Leave
- Court and Jury Leave
- Outside Employment Policy
- Insurance: Life, Health, Hospitalization
- Income Protection Plan
- Personal Injury and Worker's Compensation
- Retirement
- Tuition Discounts

**The procedures and services available in this document are in addition to those policies and are specific to ASU-Newport.**

**Academic Selection Processes****Selection of the Vice Chancellor for Academic and Student Affairs**

The Chancellor forms an *ad hoc* search and screening committee composed of Academic and Student Affairs Deans, faculty, and other individuals. Each division must be represented on the committee, which consults with and advises the Chancellor in the selection of the Vice Chancellor for Academic and Student Affairs.

Faculty members must be given ample opportunity to meet with candidates, evaluate their credentials, and express their opinions to the committee. The Chancellor has final responsibility to recommend academic administrative appointments to the President and the Board of Trustees.

**Selection of Academic Deans**

When a Dean position becomes vacant, the opportunity to apply will be given to interested faculty and posted externally to the ASUN website. Procedures similar to those set forth for faculty selection are followed with the Provost or designee serving as the search committee chairperson. Care should be taken to ensure that the search and screening committee is broadly representative of the division and college. The committee recommendations are forwarded to the Provost. The Provost's recommendation is forwarded to the Chancellor who has final responsibility to recommend academic administrative appointments to the President and the Board of Trustees.

**Selection of Directors**

When a Director position becomes vacant, the opportunity to apply will be given to interested faculty and academic staff. Procedures similar to those set forth for faculty selection are followed. Care should be taken to ensure that the search and screening committee is broadly representative of the division and College. The committee recommendations are forwarded to the Provost. The Provost's recommendation is forwarded to the Chancellor who has the final responsibility to make appointments within the academic arena.

**Selection of Faculty and Professional Academic Support Staff**

The Provost, after consulting with the Academic Deans and securing permission to hire from the Chancellor, determines that a position is vacant or needs to be created. The position will be advertised through the Human Resources Department and may be advertised through statewide newspapers and/or national publications. The selection process shall follow the College's standard [operating procedure for hiring full-time faculty](#). The Chancellor has the final responsibility to recommend faculty candidates to the President and the Board of Trustees.

**Credentials**

All faculty and academic administrative staff are required to have official transcripts of all academic work on file in the Provost office. Academic Deans will complete a credential review upon each new employee hire within their division. It is the responsibility of the individual to update any additional work or degrees he or she has completed annually.

Instructors must possess an academic degree relevant to what they are teaching and at least one level above the level at which they teach, except in programs for terminal degrees or when equivalent experience is established. In terminal degree programs, faculty members possess the same level of degree. When faculty members are employed based on equivalent experience, the institution defines a minimum threshold of experience and an evaluation process that is used in the appointment process. Faculty teaching general education courses, or other non-occupational courses, hold a master's degree or higher in the discipline or subfield. If a faculty member holds a master's degree or higher in a discipline or subfield other than that in which he or she is teaching, that faculty member should have completed a minimum of 18 graduate credit hours in the discipline or subfield in which they teach.

As per the Higher Learning Commission's Faculty Qualifications Guidelines, "Accreditation agencies expect that accredited institutions will use credentials as the primary mechanism to ascertain minimal faculty qualifications. HLC recognizes that experience also may be considered in determining faculty qualifications. In some situations, a combination of these may be appropriate."



**Faculty Status**

Faculty status is granted to Academic Deans, Academic Program Directors, full-time faculty, and professional academic support staff, and to others as may be deemed appropriate by the Board of Trustees.

**Compensation and Leave****Faculty Salaries**

In general, the salaries of faculty members are affected by the budget adopted biennially by the legislature and the annual budget of the Board of Trustees. The salary begins on the date the faculty member reports for duty under appointment.

**Compensated Faculty Leave Policy and Procedures**

The purpose of faculty leave is to encourage professional development of individual staff members in the best interests of ASU–Newport. Accordingly, compensated leave may be granted for various purposes, including graduate study leading to an advanced degree in an approved field of study, further study to upgrade specific competencies, retraining of extended appointment staff members who teach in programs that are being reduced or phased out, post-doctoral study, travel, research, and other professionally creative activities.

Those with full-time faculty status may apply for compensated leave under any of the following three options. Compensated faculty leave is subject to the approval of the Chancellor. When approved, compensated leave will be granted on the basis of the salary for the year in which the leave is in effect, with one of the following options:

**Option I**

After at least three academic years (Fall to Spring), summer leave of five to ten weeks with compensation at 50 percent of one summer term's salary may be granted. After at least four academic years, if one summer of compensated study leave has been used, an additional summer leave as described above may be granted. After at least five academic years, if no leave has been used, a full academic year may be approved at half salary. One semester of leave at full salary may be substituted.

**Option II**

Eligible persons who have less than three years of service to ASU-Newport and who have been accepted into an accredited graduate program may be granted an academic year's leave of absence for the purpose of graduate study. Compensation shall be at the rate of 10 percent for each year of service to ASU-Newport, not to exceed 50 percent of the current salary.

**Option III**

At the discretion of the Chancellor, compensated leave may be granted to retrain faculty members employed in programs that are being reduced or phased out. Compensation

shall be calculated at the rate of 10 percent for each year of service to ASU-Newport up to a maximum of 50 percent of current salary.

#### Procedures

**Salary Determination:** Under Option I, compensation for summer study is based on the salary the individual would have received for teaching on the campus that summer. Under Option I, II, and III, compensation is granted on the basis of the salary for the year in which the leave is in effect.

**Application for Leave:** Detailed plans for the period of the leave are submitted to the Dean at least one semester in advance. After reviewing the applications, the Dean submits recommendations to the Provost and the Chancellor for final action. Appeal of either decision can be made to the Chancellor.

**Notification of Request for Leave:** Whenever possible, the Provost will provide a written response containing the action taken and the reasons for acceptance or denial of leave not less than six weeks prior to the date requested for leave.

**Obligation to Return:** The individual granted a compensated leave is obligated to return to the College for at least one academic year. Should the individual fail to voluntarily meet this obligation, he or she shall refund to the college the salary received during the leave.

**Obligation to Report upon Return:** The individual granted a leave shall file a report with the Provost on activities that were pursued while on leave.

**Limitations as to Number of Study Leaves:** The number of leaves granted during any one academic year (Fall to Spring) shall not exceed five percent of the faculty in the institution. An additional five percent of the faculty may be granted leave for either or both of the summer terms. Benefits may continue during compensated leave time. Consult the Human Resources Department for more information.

#### **Inclement Weather Faculty Absence Procedure**

In the event that the Chancellor, in consultation with Executive Cabinet members and the Physical Plant on each campus, determines to close one or more ASUN campuses for the reason of inclement weather, faculty members will be informed via the ASU-Newport notification system and the ASUN website.

In the event of campus closings due to inclement weather as designated by the Chancellor, faculty members will notify students enrolled in their courses of any requirements or assignments due upon their return to classes via an announcement in the course LMS, email, and/or other appropriate means of electronic communication.

Faculty members who are unable to meet their normal work week schedules due to weather conditions should notify their direct supervisor, Academic Dean, Provost, Academic Coordinator, and students as early as possible.

**Resignation, Retirement, and Termination of Employment**

Faculty members should inform their Academic Dean, the Provost, and the Office of Human Resources in writing as early as possible of their intention to leave ASU–Newport. Resignations during late summer or during the regular school term are regarded as detrimental to the academic programs as well as to students and are accepted only by mutual agreement with the administration of ASU-Newport.

Faculty members retire at the end of the appointment year in which they elect to retire. An appointment year is defined by the individual appointment. Faculty members concluding assignments and terminating employment at ASU–Newport must obtain, complete, and file a checkout form with the Human Resources Department. This form provides a forwarding address and a record that the departing faculty member has met all responsibilities to the college.

Every employee leaving ASU-Newport should fill out an employment exit survey. This may be acquired in the Human Resources Department.

**Annual Performance Evaluation of Full-Time Faculty**

The annual performance evaluation of faculty is under the direction of the Provost. The evaluation consists of Employee Self-Assessment, Professional Review by supervising Director or Academic Dean, Student Course Assessment, and Faculty Portfolio. The Provost will establish deadlines at the beginning of the fall semester for each of the steps of the evaluation procedure.

**Employee Self-Assessment**

The faculty evaluation process begins with the Employee Self-Assessment, which is submitted at the beginning of the fall semester to the faculty member’s respective supervisor. This evaluation tool allows each faculty member to consider their professional developmental goals as they relate to the ASU-Newport Strategic Plan. During the course of the academic year, faculty members should review their plan both personally and in conjunction with their supervisor.

**Student Course Assessment**

The Student Course Assessment enables students to rate their instructor and the respective course on several characteristics. In addition, this form requires students, through a series of self-ratings, to consider their own educational attitudes in response to the specific course.

During each academic term, an electronic assessment is deployed to all students enrolled in courses at ASU-Newport. The forms remain anonymous to provide an opportunity for objective review of the results to improve instruction. After reviewing

the assessments, the faculty member is required to complete the Summary of My Evaluations from the Faculty Portfolio.

**Professional Review**

The Academic Deans and Program Directors evaluate faculty at the beginning of the spring semester. Once complete, each Academic Dean provides a faculty report to the Provost. After consulting with the Academic Deans, the Provost determines the faculty members who should be recommended for continued employment, individuals identified as needing improvement, and those who should be recommended for rank and promotion. A plan for improvement will be developed for any faculty member with identified deficiencies prior to being recommended for continued employment.

Faculty members, who report to a supervisor other than the Academic Dean of their department, who believe they have been unfairly rated by their supervisor should discuss the evaluation with the Dean. Faculty members who believe they have been unfairly rated by their Dean should discuss the evaluation with the Provost. Faculty members who believe they have been unfairly evaluated by the Provost may appeal the rating to the Grievance and Appeals Committee. The Provost is responsible for ensuring that faculty evaluations are completed consistently.

The Provost reviews the process for faculty evaluation annually and seeks approval from the Chancellor regarding any plans to modify the evaluation process. The Provost presents significant changes approved by the Executive Cabinet to the Arkansas Department of Higher Education annually as requested.

**Professional Portfolio**

The purpose of the professional portfolio is to demonstrate and provide evidence to support the extent to which the faculty member meets or exceeds the criteria set for each rank. Faculty members are responsible for organizing and submitting an evidence-based portfolio containing all information and documentation to be used in combination with the professional review and self-assessment documents for annual evaluation. The faculty member should utilize the professional portfolio to explain, in narrative form and through evidentiary documents, to what extent they meet or exceed the criteria set for the rank they are seeking.

**Academic Freedom and Responsibility**

Faculty members are extended the broadest possible opportunities to explore and reflect upon the reaches of human experience and understanding. Of necessity, faculty members must determine, in keeping with their own good judgment and maturity, the responsibilities of a college instructor.

College instructors are citizens, members of a learned profession, and representatives of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As people of learning and education, they should remember

that the public may judge professionals and their institution by their appearances and public performance. They should exercise appropriate restraint and show respect for the opinions of others.

ASU-Newport acknowledges and supports the “Statement of Professional Ethics” as adopted by the American Association of University Professors in June 1987 (See Appendix C). Faculty should not represent themselves, without authorization, as speaking for Arkansas State University-Newport.

### **Student Complaints**

As required by regulations, ASU–Newport keeps records of written student complaints for two years. Such complaints are addressed and submitted to the Chancellor and Executive Cabinet. The Provost shall maintain the ASU-Newport Academic and Non-Academic Student Complaint Log (see Appendix D). These complaints are submitted electronically at [www.asun.edu/report-incident](http://www.asun.edu/report-incident) as per the ASUN Catalog.

### **Administration and Supervision of Classroom Instruction**

The Academic Deans under the general direction of the Provost, are responsible for the management and the improvement of the instructional programs within their respective areas. Minimum faculty expectations are articulated in the general faculty job description (see Appendix E).

### **Semester Teaching Load**

The teaching loads of faculty members at ASU–Newport vary according to teaching assignments. ASUN Standard Operating Procedure 2012: Faculty Course Load Determination Procedure is available at <https://www.asun.edu/operating-procedures> under “Academic Affairs.” The Provost and Academic Deans monitor current teaching loads each semester. If a faculty member’s teaching load is involuntarily less than full-time any given semester due to circumstances beyond his or her control, including but not limited to insufficient enrollment in a previously scheduled course offering, other arrangements will be made, or comparable duties assigned by the Provost and documented and monitored by the Academic Dean. If this should occur, reassignment of overload or adjunct courses should be considered, so the full-time status of such a faculty member is not jeopardized during an appointment term. Course credit hour reduction may be allowed for other activities and duties when assigned and approved by the Provost upon recommendation of the Dean.

### **Teaching Overloads**

ASU-Newport follows the policy outlined below with regard to overloads:

1. Faculty members may teach either on-campus, off-campus, via distance, or combination of these.
2. Work assigned for extra compensation must occur **in addition** to regular responsibilities and must comply with state regulations as identified under the Outside Employment Policy.

3. A faculty member may not receive extra compensation to exceed the line-item maximum in the ASU–Newport Appropriation Act.

Overload pay is set at a per-credit-hour rate except in the case of clinical instruction as deemed appropriate by the Provost and Human Resources Department. Full-time faculty in good standing will be given the opportunity to teach overloads before adjunct instructors are offered part-time teaching positions for similar courses. All faculty members are expected to assume student academic advisement responsibilities in addition to their regular teaching loads, except when otherwise directed by the Dean and approved by the Provost.

#### **Work Week Office Hours**

The standard work week expectation for all full-time employees is **40 hours**. 9-month (39 weeks) and 10.5-month (46 weeks) faculty must fulfill a **minimum** requirement of 30 hours per week on campus with 10 of those hours scheduled as office hours for advising, tutoring, and other academic support and course preparation duties as appropriate to ensure all programs and students are fully supported. All faculty must be on campus on Fridays **minimally** from 9 am to 12 pm to attend scheduled council and committee meetings and provide advising and academic support services for students. Program needs may dictate some adjustments to faculty schedules.

Faculty members are responsible for posting and maintaining 10 office hours per week on their primary campus in addition to their full-time teaching load. Any additional instruction time (scheduled overload) must be completed **in addition** to the regular load and office hour requirement. Schedules should be provided to the Academic Coordinator, Academic Dean, Director, Provost's office, and physically and electronically posted one (1) week following the start date of the fall and spring semesters. Adjustments may be made due to changes in course offerings. Exceptions for technical program faculty may be made accordingly.

#### **Absence from Campus**

When faculty members are absent from duties, whether voluntarily or due to illness, they are required to report such absences directly to their Director and Academic Dean as well as their division's Academic Coordinator at the earliest possible date. Persons leaving the campus on official business must gain prior approval from the direct supervisor and the Provost through the Travel Authorization process.

#### **Summer, Interim, and Off-Schedule Session Appointments**

Alternate instructional session enrollment varies by program, instructional methodology, and location; therefore, employment in alternate sessions may not be available to all faculty members who may wish to teach. The number of faculty members employed during alternate sessions is determined by the estimated student demand in each division and any budget constraints. Full-time faculty in good standing will be given preference over adjunct instructors for teaching opportunities during alternate sessions.

**Class Rosters**

Class rosters are available for faculty to view and download in the Learner Management System (LMS) and Banner. Each faculty member is assigned a Banner account and LMS information upon hire. Any faculty member who does not receive a password or has trouble accessing his or her accounts should submit a ticket to Information Technology Services at [support@asun.edu](mailto:support@asun.edu) or contact his/her supervisor.

**Grades**

The grading system recognizes A, B, C, D, and S as passing grades at the undergraduate level. A grade of F or U is given when a student fails to pass a course. Grades of I (incomplete) are recorded when students fail to meet all course requirements for reasons beyond their control but have completed a minimum of 75% of the course successfully. Illness of the student, serious illness or death in the family are examples of appropriate reasons. Procrastination, the pressure of work in other courses, or employment are not satisfactory reasons. After reviewing a student's request for a grade of Incomplete, faculty need to first determine if the request is in accordance with stated guidelines. If the faculty member supports the request, the faculty member should fill out and submit the form, "Request for a Grade of Incomplete" and submit to the Academic Dean.

If the request for an Incomplete is approved, the Academic Dean will submit the request to the Registrar who will assign the grade of "I" (Incomplete). Faculty should not assign grades of Incomplete. After a student has completed the work listed on the "Request for Grade of Incompletion" form or at the end of the following 16-week term, the faculty member needs to complete the "Grade Change Form." An Incomplete grade not replaced within the time specified by the instructor, or by the close of the immediately succeeding equivalent term, will be assigned as an F in the course.

It is the faculty member's responsibility to make sure that students are aware of their academic progress at mid-semester and that students do not have access to other students' grades. Faculty should facilitate final examinations or conduct an appropriate culminating activity according to the Academic Calendar and the Final Exam Schedule posted by the Provost's office.

**Auditing Courses**

Students are permitted to audit courses at ASU–Newport. Students auditing a course will pay the regular fee. No credit is awarded for courses audited. The letters AU are recorded in the grade column on the student's permanent record. Audited courses are counted as part of the stated maximum load for a semester or term.

Students who audit are expected to meet all existing requirements for a course (including attendance) other than taking examinations and completing formal written papers.

**Field Trips and Excursions**

Field trips extending beyond the regularly scheduled class period should be planned so that student absences from classes are held to a minimum and should be scheduled far enough

in advance so that students with part-time employment have the opportunity to make necessary arrangements. A Student Activity Request form must be obtained from and submitted to the Director of Student Life and approved by the Dean for Students prior to the event. Field trips and excursions require prior approval of the Dean for Students at least two weeks prior to the activity and/or event.

**Faculty Advisement of Student Activities**

Extracurricular activities at ASU–Newport include learning experiences that are valuable to students; therefore, faculty members are urged to give their cooperation and support to student activity programs.

Each student organization of the college must have faculty members or staff as advisors. Faculty members who become advisors to student organizations should advise their Academic Dean of their new responsibility. Serving as an advisor involves attendance at meetings and other events of an organization and participation in planning the activities of the organization. The Dean of Students may confer with faculty members or others who have been asked to serve as advisors regarding responsibilities they accept in sponsoring a campus organization. However, a faculty member's first obligation is to their teaching responsibilities. Faculty advisement of student activities should neither impede nor interfere with the performance of a faculty member's teaching responsibilities.

**Course Syllabi**

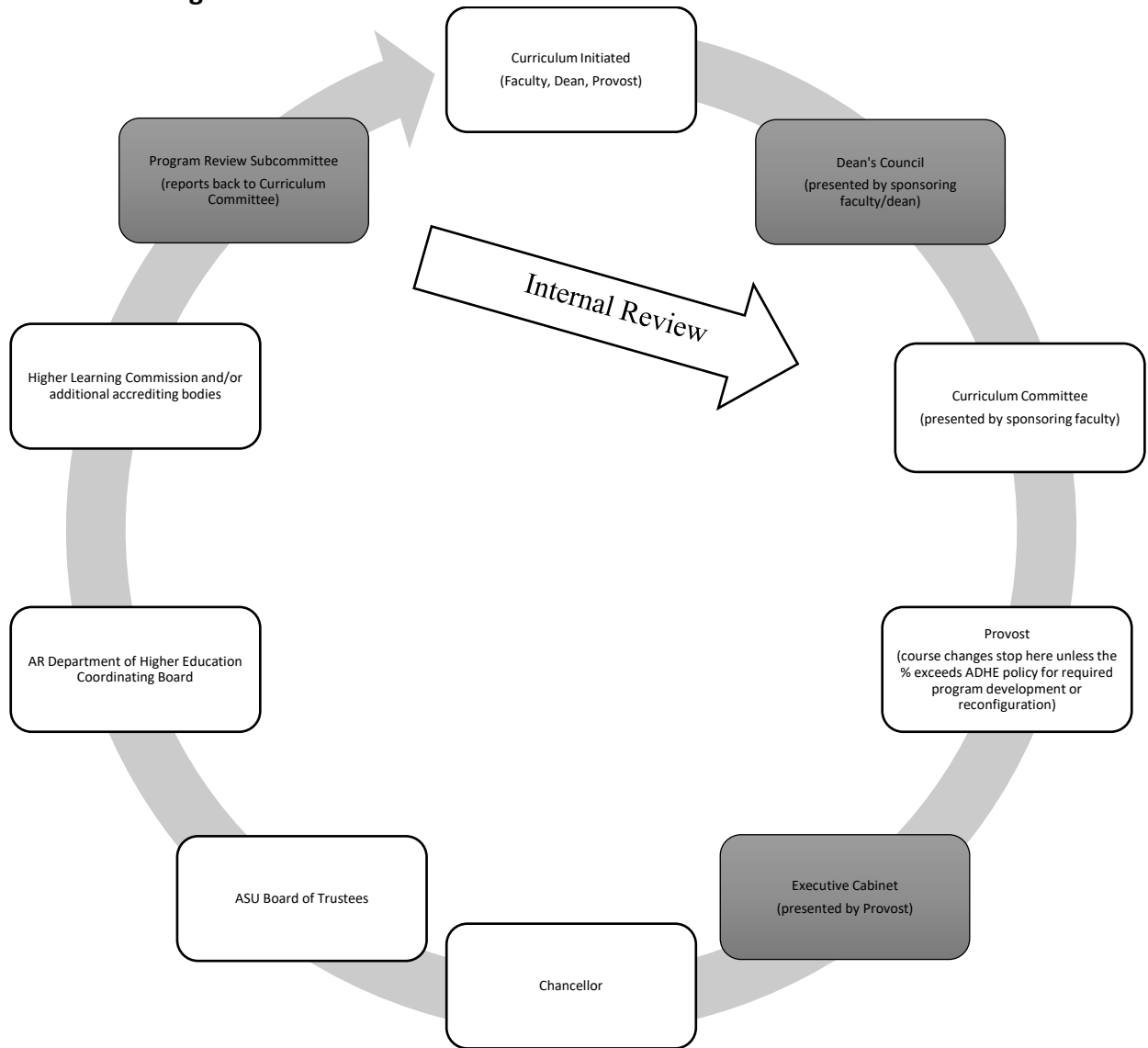
Faculty members are required to provide their students with a syllabus for each course. Electronic copies of the syllabi will be made accessible via Simple Syllabus software. Syllabi will be on file and available for review by members of examining teams for accrediting agencies. Course syllabi should follow the most current ASU-Newport syllabus template via the Simple Syllabus platform.

**Curriculum Changes**

Each change in course offerings originates from faculty within an academic division. Often curricular changes are initiated by assessment results in the yearly assessment cycle or through Advisory Board recommendations. Faculty, with prior consent from the appropriate Academic Dean, present a formal electronic request to change curricular offerings to the Curriculum Committee. The Curriculum Committee Chair will forward the request to the Committee members as well as the Faculty Association for review. Committee members receive requests at least one week prior to the scheduled meeting to review the requests and question faculty involved in the change. The person presenting the request is expected to appear before the Committee members to explain the request and be available for questions. All members of the staff, faculty, administration and student body are welcome to attend and participate in the open meeting. However, only Curriculum Committee members are allowed to vote.



Curriculum Change Flow Chart



**Step 1: Originating**-Sponsoring faculty member discusses with appropriate Dean and Provost

**Step 2: Informational**-Sponsoring faculty and Dean present to Dean's Council (does not require a signature but may be sent back for a maximum of one week to answer questions based on feedback).

**Step 3: Decision**-Sponsoring faculty member presents electronic submission to Curriculum Committee (requires an electronic signature to move forward, may be sent back to sponsoring faculty/Dean for a maximum of one week to resolve issues). Upon approval, Curriculum Committee Chair will present to sponsoring Dean.

**Step 4: Decision**-Sponsoring Dean presents to Provost for signature. All curriculum changes that do not require ADHE approval for development or reconfiguration stop here.

**PROGRAMS PROCEED TO STEP 5**

**Step 5: Informational**-Provost presents to Executive Cabinet for review and discussion.

**Step 6: Decision**-Provost presents to the Chancellor for review. Chancellor's signature (requires a signature to move forward, may be sent back to Curriculum Committee for a maximum of one week to resolve issues).

**Step 7: Decision**-Chancellor/Provost presents to Board of Trustees via resolution if needed (see ADHE guidelines for curriculum changes)

**Step 8: Decision**-Chancellor/Provost presents to ADHE Coordinating Board using the appropriate forms available at [ADHE Program Proposal and Review](#)

**Step 9: Decision**-Provost submits to the Higher Learning Commission and/or any additional accrediting bodies

**Step 10: Internal Review**- Sponsoring faculty member and Dean prepare and present a 3-year internal review to the Program Review Committee and the Curriculum Committee, appropriate advisory committee, and filed in the Provost's office.

**Step 11: External Review**-Dean collaborates with faculty members to complete the appropriate 7 to 10-year review required by the Arkansas Department of Higher Education and/or appropriate accrediting or licensing body.

**Schedules of Classes and Examinations**

The Academic Deans in collaboration with Program Directors are responsible for the preparation of course schedules. Schedules are coordinated and approved by the Provost and are published before the enrollment period for each semester according to the ASUN Academic Calendar. The Academic Dean and the Provost must approve all changes.

**Assignments of Classrooms and Office Space**

Classroom assignments for each term are part of the class schedule. These assignments are made by the Provost's Office on the recommendation of the Academic Deans. Any request for reassignment of classrooms shall be made to the Dean, who will submit the request to the Provost for review and approval. Office assignments outside existing academic spaces are likewise made by the Provost through the electronic move request form and approved by the Executive Vice Chancellor for Finance and Administration.

**Attendance of Faculty at College Activities**

All faculty members are expected to be present at:

1. all pre-session college academic activities called before the opening of the semester.
2. all general faculty meetings, division meetings, professional development/trainings, committee meetings to which faculty members have been assigned, academic counseling meetings, and other group meetings of a specific nature to which faculty members may be assigned.
3. commencement exercises.
4. faculty members are encouraged to participate in the Faculty Association and to participate in campus social, cultural, and recreational functions.

**Membership in Professional Organizations**

Members of the faculty are encouraged to hold membership in as many professional organizations as each individual may choose and to attend meetings of those professional organizations. Individual membership dues are the responsibility of the faculty member. Institutional memberships may be paid by ASU-Newport.

**Academic Support and Lifelong Learning**

The academic support staff works to accommodate the needs of all library and academic support services users. Library staff is available to aid faculty members in finding materials to support the curriculum, to suggest additional materials that need to be purchased; and to present informational sessions to individual classes on either the general use of library materials or specialized research topics. Academic support staff also coordinate tutoring services and community education opportunities.

**SECTION IV: ACADEMIC RANK, PROMOTION POLICIES and PROCEDURES****Academic Rank**

General qualifications and guidelines have been established in the Academic Affairs Standard Operating Procedures to aid in the determination of academic rank. Meeting these qualifications will justify consideration for promotion but will not be considered as mandating such promotion. Other factors may be considered by Academic Deans and the Provost. Those factors will be included in narrative form via the Bridge platform as promotion recommendations are considered.

Being acquainted with the unique nature and differing requirements for both styles of faculty members, a two-track model is utilized: one track for Academic Transfer faculty and the other track for Technical faculty, with four stages (levels) of advancement within each track. For the Academic Transfer Track (Master's and above), the levels are Instructor (Level I), Assistant Professor (Level II), Associate Professor (Level III), and Professor (Level IV). For the Technical/Occupational Track (Below Master's), the levels are Instructor (Level I), Advanced Instructor (Level II), Senior Instructor (Level III), and Master Instructor (Level IV).

**Academic Transfer Track Overview**

Level I: Instructor. This level is the entry-level position; most new hires will begin at this level. This level requires a Master's Degree with a minimum of 18 masters hours within the discipline or subfield.

Level II: Assistant Professor. This level requires two years of teaching experience plus completion of a Master's Degree with a minimum of 18 masters hours within the discipline or subfield.

Level III: Associate Professor. This level requires a Doctorate or Specialist Degree plus three years as an Assistant Professor.

Level IV: Professor. This level requires a Doctorate Degree plus five years as an Associate Professor.

**Technical/Occupational Track Overview**

Level I: Instructor. This level is the entry-level position; most new hires will begin at this level. This level requires a minimum of the appropriate licensure or certification and 4 years of experience.

Level II: Advanced Instructor. This level requires two years of teaching experience plus the appropriate licensure or certification and an Associate's Degree in the appropriate discipline.

Level III: Senior Instructor. This level requires a Bachelor's Degree in the appropriate discipline plus three years as an Advanced Instructor.

Level IV: Master Instructor. This level requires a Master's or Doctorate degree or higher plus five years as a Senior Instructor.

**Promotion and Rank Structure**

Pay increases should be substantial enough to warrant the effort put forth in achieving an advanced rank. The following increases in annual base salary are applied during the first pay period of the new fiscal year following formal notification of promotion awards.

**ACADEMIC TRANSFER TRACK**

<b>LEVEL</b>	<b>RANK</b>	<b>PROMOTION AMOUNT</b>
Level I	Instructor	Entry
Level II	Assistant Professor	\$1,500 (Master's)
Level III	Associate Professor	\$2,000 (Specialist)    \$3,000 (Doctorate)
Level IV	Professor	\$3,000 (One-time stipend, not added to base salary)

**TECHNICAL/OCCUPATIONAL TRACK**

<b>LEVEL</b>	<b>RANK</b>	<b>PROMOTION AMOUNT</b>
Level I	Instructor	Entry
Level II	Advanced Instructor	\$1,500 (Associate's)
Level III	Senior Instructor	\$2,000 (Bachelor's)
Level IV	Master Instructor	\$3,000 (Master's, Specialist, or Doctorate-One time stipend, not added to base salary)

**SECTION V: FACULTY GRIEVANCE PROCEDURES****Grievance Procedure**

It is expected that members of the ASU-Newport faculty will support the College's programs and policies, but it is recognized that from time to time they may have personal dissatisfaction or concern about a policy, program, or practice at Arkansas State University–Newport. Often grievances of this sort can be reviewed and resolved through informal discussion. However, when a difference of opinion remains unresolved, the issue should proceed through a more formal complaint procedure for a final decision or settlement. The appropriate forms are available from the Human Resources Department.

The grievance procedure is designed to resolve grievances at the department level whenever possible, or failing that, to have a group of peers hear the complaint. All formal grievances are initially discussed with the appropriate Academic Dean, even if the grievance is not with that individual so that grievances can be discussed and resolved at the level closest to the faculty member. If the grievance remains after discussions with the appropriate Academic Dean, the faculty member may present the grievance to the Provost. The faculty member may want to discuss the grievance with the Provost informally, but for the grievance to move to the committee it must first be presented to the Provost in writing within the times stated in the following paragraphs. The Provost must respond in writing to all written complaints.

All grievances will be investigated within the stated period to ensure prompt, yet thorough, action. The Human Resources Department will grant time adjustments only for extenuating circumstances. Arkansas State University–Newport will not discriminate or retaliate and is prohibited from discriminating or retaliating against any person who has filed a grievance.

**Grievance Issues**

Most often the issues that will be raised will concern conditions of employment, i.e., promotion, salary, termination, or job assignment. Grievances may also involve the college policy on other employment or academic policy matters. In some cases, the grievance is involved solely with the merits of a particular policy or action that is considered unjust. In other instances, a policy or action may be perceived as being discriminatory. All types of grievances are incorporated into the following procedure.

**Steps in the Grievance Procedure**

A grievance should be activated in a 90-day period from the time the events leading to the complaint occurred or were discovered, or the matter shall be considered closed.

Initial Discussions- A faculty member who has identified a grievance should discuss the grievance with the appropriate Academic Dean. It is the Dean's responsibility to give an impartial, informal hearing, to make a complete investigation and, if possible, to arrive at an answer or settlement which is mutually agreeable.

The Dean is expected to reply orally to the faculty member within ten working days. If a mutually agreeable settlement is not reached within ten days after presentation of the grievance to the Dean, the faculty member may submit a written complaint to the Provost.

Written Complaint- A written complaint should be submitted to the Provost within ten working days after the Dean's response is received. Complaint forms can be obtained from the Human Resources Department, and a staff member will assist in the preparation of a complaint and explain the steps involved in the grievance procedure. The Human Resources Department will maintain files on all complaints and will monitor their outcome once they have reached this level. An employee with a complaint based on discrimination because of race, color, religion, age, disability, sex, or national origin should at this point also contact the Human Resources Department. The Human Resources Department will monitor all discrimination complaints and offer technical assistance on procedural matters.

Provost Response- After receiving a written complaint, the Provost has ten working days to prepare a written response. In that time, the Provost shall consult with the appropriate Academic Dean involved, study all the pertinent facts, carefully examine any policies involved, discuss the issue with the faculty member, and if possible, settle the matter within the framework of existing college policy to everyone's satisfaction. The faculty member, the Dean, and the Director of Human Resources should receive written notification of the Provost's response to the complaint.

Appeal to the College Institutional Grievances/Appeals Committee- If the complaint remains unresolved, a hearing may occur within 10 days following the Provost's response to the Institutional Grievances and Appeals Committee. The role of the Institutional Grievances/Appeals Committee is to determine whether an institutional error has occurred. The exercise of judgment in decision making does not constitute institutional error.

Proceedings- The Institutional Grievances/Appeals Committee has twenty working days after a complaint is received to conduct an inquiry and recommend a final resolution. Such a recommendation shall be in writing. All proceedings of this Committee shall be private. If the Committee desires to conduct a hearing, each party may have an advisor or colleague present during the Committee meeting whose role shall be limited to personal consultation. The Committee will be notified at least 24 hours in advance of the identity of any advisor or colleague to be present. Both parties have the right to be present during any hearing, to call and question individuals, and to offer additional information. These individuals may include members of the division or department involved or any experts in the relevant field.

The Human Resources Department will assemble any necessary materials, arrange facilities, and maintain an official written record of the meeting. The Director of Human Resources will sit as an *ex officio*, nonvoting member of the Committee and provides technical assistance on procedural matters.

The chair of the committee may examine official files relevant to the appeal either at the direction of the committee or on request from either party in the grievance. This data will be submitted in summary form by the chair as part of the record, giving due regard to confidential information.

In all deliberations on the resolution of the appeal, only committee members may be present and participate.

Recommendations- In resolving an appeal, the Institutional Grievances/Appeals Committee has two options:

It may recommend that the grievance should be dismissed on the grounds that no institutional behavioral error occurred.

If the committee decides that an institutional error has been made, it will recommend a remedy. A recommended remedy may be based on a modification of a policy or procedure or on an appropriate change in a condition of employment.

In all instances the Committee shall make a record of its findings of facts, a statement of conclusions including the reasons or policy criteria used in reaching that decision, and any recommendation for resolution of the grievance. All recommendations by the Institutional Grievances/Appeals Committee shall be forwarded to the Chancellor of ASU-Newport for further action. Decisions of the Chancellor shall be made within 10 days of receipt of the recommendation. Copies of the Committee's recommendation shall also be sent to both parties, the Dean, the appropriate Vice Chancellor, and the Human Resources Department.

Document Collections and Disposition-When a grievance proceeding has been closed, all material relating to that appeal, including official written record of the meetings, statements, other non-confidential evidence and documents, and a list of confidential materials examined, shall be retained on file with the Human Resources Department. Care will be taken to ensure that no incomplete or inaccurate information pertaining to the grievance is retained in the file.

### **Policy on Sexual Harassment**

ASU–Newport is committed to maintaining a college community that is free from all forms of sexual harassment. Please refer to the Arkansas State University system staff handbook available at <https://www.asusystem.edu/about/handbooks/>



**SECTION VI: ADMINISTRATIVE SUPPORT SERVICES AND POLICIES****Budgetary Procedures**

The Executive Vice Chancellor for Finance and Administration reviews the capital expenditure accounts to ensure items purchased are those which were requested in the budget. If a requirement arises during the fiscal year that could not be anticipated during the budget preparation, the Dean or Director must recommend a transfer of funds.

When the Business Office receives a requisition signed by the appropriate authorities, which exceeds the remaining budget of that account, the requisition will be returned. A supplemental funding request must be submitted to the Executive Cabinet for review.

**Purchasing Procedures**

Faculty members may submit an electronic form for requisitioning items of equipment, instructional supplies, and all other materials needed for instructional purposes from Academic Deans. Appropriate approval signatures must be obtained on all requisitions before being submitted to the Agency Purchasing Official.

Under no circumstances is anyone authorized to commit ASU-Newport to any purchase or to accept delivery of any item before a vendor has received a purchase order from the college. Any employees of ASU-Newport accepting delivery of goods not ordered in accordance with published procedures must understand that they may be held liable for the cost of such goods.

Any order with a total value over \$5,000 must be bid. It does not matter that the order is divided by account or by the vendor, only that it is an order that can be anticipated and that the items are like items. After requisitions are approved, the purchase order is generated and authorized by the Agency Purchasing Official before being issued to the vendor. This procedure requires a minimum of 24 hours except in times of heavy activity (i.e., just prior to each new class session and at the end of the fiscal year), which will extend that processing period, based on workload and priority of need. Purchasing personnel are available at all times to answer any questions that may arise.

**Travel Regulations**

Official travel of college faculty is governed by state regulations, which must be adhered to closely. The travel supervisor examines and approves statements of travel expenses. Faculty members must complete a copy of the "Request for Travel Authorization" form. The Dean and the Provost must approve the form. After returning from a trip, the individual must submit a copy of the "Travel Expense Reimbursement Form" (Form TR-1) to the Executive Vice Chancellor for Finance and Administration for reimbursement of travel expenses. Travel expense forms with instructions for completion may be obtained online. If a faculty member received a travel advance, settlement of the debt will be made in the Business Manager's Office after the TR-1 forms have been processed and reimbursement made.

**Personnel Procedures**

Faculty members and supervisors must complete and file with the Human Resources Department an authorization form for each non-appointed person, regular or part-time, employed in their division or department. This form is to be filed with the Human Resources Department prior to the first day of employment.

Any change of employment status of employees of the college must be reported to the Human Resources Department on the online "Employment Authorization" form. Termination of employment is to be reported by supervisors on the "Change of Status" form. This termination report is to be sent by the supervisor to the Human Resources Department as soon as the termination date is known.

**Payroll Procedures and Salary Check Distribution**

Faculty members are paid semi-monthly on the fifteenth and the last working day of the month. Full-time employees and adjunct instructors hired after July 1, 1999, are required to participate in direct deposit. Payroll checks and direct deposit vouchers for full-time faculty may be picked up in the Business Office.

**Appendix A: Constitution of the Faculty Association****Arkansas State University-Newport**

This constitution of the Faculty Association of Arkansas State University-Newport is adopted in order to promote the effectiveness of ASUN in the discharge of its responsibilities, to effect closer coordination among the various areas of the ASUN campuses, and to provide a means by which the special competencies of the members of the instructional staff may be utilized more fully in the formulation and execution of the academic programs of the institution.

**ARTICLE I****The Faculty Association**

**Section 1. Composition**- All members of the instructional staff both full-time and part-time, with the rank of instructor or above, are members of the Faculty Association.

**Section 2. By-Laws**-The officers of the Faculty Association will adopt by-laws it considers necessary to function effectively.

**Section 3. Meetings**-The Faculty Association will hold at least two meetings a year of the Committee of the Whole. Special meetings may be called by the President of the Faculty Association. A quorum will consist of seventy-five percent (75%) of the members of the Faculty Association Executive Committee, for voting purposes. The Executive Committee will meet on a monthly basis.

**Section 4. Officers**-The officers of the Faculty Association will be elected by the Association and will consist of a past-president, president, vice-president, secretary/treasurer and two members of each academic division. These officers will constitute the Faculty Association Executive Committee.

The President will preside over the meetings of the Faculty Association, set the agenda, and appoint committee chairs, both standing and ad hoc, as needed. The president will hold office two years.

All members of the Faculty Association are eligible to hold any elected office of the Association.

**Section 5. Committees**-There will be at least four (4) standing committees within the Faculty Association, Committee of the Whole, the Resolutions Committee, the Curriculum Committee, and the Program Review Committee. Other committees will be added as needed. All committees will be responsible for the initial study and consideration of matters within their specific area of concern. All committees will report to the Executive Committee.

**Section 5a. Committees Defined**- The Executive Committee, Curriculum Committee, and Program Review Committee will meet monthly throughout the 9-month academic year. Each committee will have a typical agenda that will be followed to allow for continuity and consistency.

**The Executive Committee of the Faculty Association**

The Executive Committee will have monthly meetings and provide each of the committee chairs with an opportunity to provide a report about the current business of the committee. Twice per year the committee will provide the Committee of the Whole with a report of the actions.

**The Curriculum Committee**

The Curriculum Committee will work with the Provost to examine the current and proposed curriculum for the institution. This evaluation will include all new course offerings, new or substantive changes to programs, deletions of programs, and removal of courses for the offering. The Curriculum Committee will also gather reports from the Program Review Committee to help maintain oversight with the programs of the institution.

**The Program Review Committee**

The Program Review Committee will work with the Provost to establish a timeline for program directors, chairs or Academic Deans to be able to provide required reports about the programs. After program review reports are submitted to the committee, then members will evaluate the report and provide feedback to the presenter.

**The Resolution Committee**

The Resolution Committee's area of special concern is the voicing of specific faculty recommendations through written resolutions to be presented to the Executive Committee.

**The Committee of the Whole**

The Committee of the Whole will have two meetings per academic year and provide the Executive Committee with an opportunity to report to the larger faculty membership.

**ARTICLE II****Amendments**

Amendments to this constitution may be proposed by a majority vote of the Faculty Association in a general meeting. The text of a proposed amendment will be distributed to each member not less than fifteen (15) days before it will be considered. An amendment must be approved by a majority vote of the Faculty Association at a general meeting.

**ARTICLE III****Ratification**

This constitution will become effective immediately following the approval of the faculty members present and voting in a faculty meeting called for that purpose. Following approval of the constitution, the acting President of the Faculty Association will immediately take steps to call such elections as will be necessary to put it into operation.

**By-Laws**

- I. In keeping with the spirit and purpose of this Association and in order to utilize the special competencies of all staff members of the College, the Faculty Association designates as voting members of the Faculty Association all appointed members of the library staff.
- II. Complete current records of membership indicating voting rights in the Faculty Association will be kept by the secretary-treasurer of the Faculty Association.
- III. The Faculty Association may levy such dues upon its membership as will be determined by a majority vote. The secretary-treasurer will work collaboratively with the Controller to receive all moneys paid to the association and will maintain a record of all receipts and disbursements.
- IV. The president will call the meetings specified in the constitution, Article I, Section 3, notice being given to the members of the Faculty Association at least three days in advance. The president will schedule such meetings at times deemed best suited to the university program.
- V. The president will call a special meeting of the Faculty Association upon the petition of five members of the association.

**Nomination and Election Procedures****A. Nomination of Officers**

1. The immediate past president will accept and present nominations for the office of divisional representatives, beginning the first week of April. Each academic division will present up four (4) names per respective division, two (2) of whom will be elected, for a total of six (6) elected division representatives. Any member of the Faculty Association may nominate a candidate at least two weeks in advance of the election.
2. Electronic ballots will be used for the elections of Executive Committee.

3. The selection of the president will come from the Faculty Association membership and follow the same process as the divisional representatives. The president will serve a term no less than 2 years. The president will rotate into the past president term at the conclusion of their two-year term for a one-year term.

**B. Election Procedure**

The election will be conducted during the first week of May. All officers will take their new office immediately after the election.

**C. Filling Vacancies**

The president will appoint a member of the Faculty Association to fill any vacancies that occur until elections are held in May.

**Appendix B: Statement of Professional Ethics****1987 Statement of Professional Ethics**

*The statement which follows, a revision of a statement originally adopted in 1966, was approved by the American Association of University Professors' Committee B on Professional Ethics, adopted by the Association's Council in June 1987, and endorsed by the Seventy-third Annual Meeting.*

**Introduction**

From its inception, the American Association of University Professors has recognized that membership in the academic profession carries with it special responsibilities. The Association has consistently affirmed these responsibilities in major policy statements, providing guidance to professors in such matters as their utterances as citizens, the exercise of their responsibilities to students and colleagues, and their conduct when resigning from an institution or when undertaking sponsored research. The Statement on Professional Ethics that follows sets forth those general standards that serve as a reminder of the variety of responsibilities assumed by all members of the profession. In the enforcement of ethical standards, the academic profession differs from those of law and medicine, whose associations act to ensure the integrity of members engaged in private practice.

In the academic profession the individual institution of higher learning provides this assurance and so should normally handle questions concerning propriety of conduct within its own framework by reference to a faculty group. The Association supports such local action and stands ready, through the general secretary and Committee B, to counsel with members of the academic community concerning questions of professional ethics and to inquire into complaints when local consideration is impossible or inappropriate. If the alleged offense is deemed sufficiently serious to raise the possibility of adverse action, the procedures should be in accordance with the 1940 Statement of Principles on Academic Freedom and Tenure, the 1958, *Statement on Procedural Standards in Faculty Dismissal Proceedings*, or the applicable provisions of the Association's *Recommended Institutional Regulations on Academic Freedom and Tenure*.

**The Statement**

I. Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end, professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.

II. As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any

exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.

III. As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. In the exchange of criticism and ideas, professors show due respect for the opinions of others. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.

IV. As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions.

V. As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

Available at <https://www.aaup.org/report/statement-professional-ethics>



**Appendix C: Student Complaint Log**

<b>ARKANSAS STATE UNIVERSITY-NEWPORT STUDENT COMPLAINT LOG (insert academic term here)</b>						
<b>Date</b>	<b>Department</b>	<b>Complaint</b>	<b>Resolution Steps</b>	<b>Final Decision</b>	<b>Reply Date</b>	<b>External Actions</b>

**Appendix D: Job Description for Full Time Faculty**

When an individual accepts a teaching appointment at ASUN, he or she accepts responsibilities and obligations as a professional educator under the direction of the appropriate academic dean. The primary duty is the instruction of assigned classes. Additional responsibilities include, but are not limited to, involvement in student success initiatives, service to the college and community, professional development, and other duties as assigned.

**Summary of Essential Functions**

1. *Practice excellence in course instruction, development, and maintenance.*
  - a) Instruct courses, including classroom time, committed to lecture, student discussion, and other methods of instruction.
  - b) Conduct clinical classes that include supervising students, scheduling, debriefing, and evaluating students in clinical, internship, observation, field experience, and similar settings as appropriate for the course or program.
  - c) Develop courses by working in collaborative groups to analyze and redesign courses, curricula, and assessments. Includes research and creation of course curriculum and syllabi, textbook selection, selection of additional learning aids, updating materials, etc.
  - d) Maintain courses by updating and posting syllabi, constructing tests, grading assignments, and completing course assessment materials.
2. *Contribute to student success initiatives.*
  - a) Serve as student advocates, advisors, success coaches, tutors, and mentors. Help students identify and achieve their educational goals through participating in the college's advising process, as well as providing incidental academic advice to students in class.
  - b) Participate in focus groups, stakeholder dialogues, and campus and community-wide conversation regarding student success.
  - c) Assist in data gathering and assessment.
  - d) Participate in faculty workshops to discuss and analyze data and design evidence-based student interventions.
  - e) Be available to respond to students via email, phone, or personal conferences. The method of contact and hours of availability should be clearly communicated to Academic Coordinators, Academic Deans, Directors, and students through the course syllabus each semester.
3. *Demonstrate professional growth and academic relevance.*
  - a) Perform self-assessment and evaluation.
  - b) Remain current in academic or program discipline, including licensure, certification, or continuing education requirements where appropriate.
  - c) Observe and study new instructional techniques and pedagogical advances for the lecture, labs, and clinical courses.
  - d) Implement innovative uses of technology to improve the learning environment.

- e) Participate in faculty development experiences linked to strategic improvements in student success.
  - f) Attend seminars or conferences on instructional improvement.
  - g) Re-evaluate and re-define instructional objectives.
  - h) Continually revise and update course content and materials of instruction.
4. *Carry out specific division/department responsibilities.*
- a) Attend division and department meetings.
  - b) Initiate and/or participate in overall division-wide program development, maintenance, evaluation, revision, or expansion.
  - c) Participate and contribute to the division budget planning, division strategic planning, and assessment planning and implementation.
  - d) Mentor and assist in orienting new faculty, either formally or informally, where appropriate or required by the division.
5. *Contribute to college activities through committee service and participation in other college/student activities.*
- a) Attend committee meetings and regularly scheduled faculty and staff meetings. This may include the following committees/meetings: standing, ad hoc, shared governance, advisory, hiring committees, faculty senate, or student organizations.
  - b) Attend commencement and other pinning or graduation services.
6. *Contribute to the local community through service activities.* ASUN values contributions made to the local community by instructional staff. Service that enhances the instructor's experience and expertise in his/her field contributes to the university and community relations. These contributions are not formal requirements of the position, but they are greatly valued by the institution.
7. *Perform other academic duties as assigned.* Other responsibilities may arise on occasion that required additional temporary duties. Direction will be provided by the Academic Dean to accommodate those additional duties within the weekly schedule.

**Faculty Load and Work Week**

1. Faculty course load will be governed by the ASUN Standard Operating Procedure 2012: Faculty Course Load Determination Procedure.
2. The work week for full-time instructors shall be scheduled on a five-consecutive-day-a-week basis unless administration approves an alternate schedule. The work week for full-time faculty should follow the respective appointment period expectation: 12-month, 10.5 month (46 weeks), 9 month (39 weeks), and program area expectation.
3. The standard work week expectation for all full-time employees is **40 hours**. 9-month and 10.5-month faculty must fulfill a minimum requirement of 30 hours per week on campus with 10 of those hours scheduled as office hours for advising, tutoring, and other academic support and course preparation duties. All faculty must be on campus on Fridays minimally from 9 am to 12 pm to attend scheduled council and committee meetings and provide advising and academic support services for students.

**Expectations of Conduct and Professionalism**

1. Begin class on time and in an orderly and organized fashion.
2. Be courteous and approachable.
3. Follow approved policies and procedures in the conduct of all institutional activities.
4. Help encourage a desire to learn the subject matter.
5. Meet and assist students during office hours or by appointment at other reasonable times.
6. Assign grades and maintain course and student records in accordance with FERPA regulations and submit grades and records by established deadlines.
7. Keep a weekly schedule that best facilitates student learning and access. Any changes in the scheduled class times or locations should have prior approval by the Academic Dean.

**Physical Requirements**

1. Frequent interaction with others.
2. Lecturing and interacting with students requires a combination of sitting and standing for 1+ hour.
3. Ability to lift 7-30 pounds, lifting, and overhead work may be required in carrying all necessary supplies, books, and course materials.
4. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions and expectations.

**Educational Requirements**

Instructors must possess an academic degree relevant to what they are teaching and at least one level above the level at which they teach, except in programs for terminal degrees or when equivalent experience is established. In terminal degree programs, faculty members possess the same level of degree. When faculty members are employed based on equivalent experience, the institution defines a minimum threshold of experience and an evaluation process that is used in the appointment process. Faculty teaching general education courses, or other non-occupational courses, hold a master's degree or higher in the discipline or subfield. If a faculty member holds a master's degree or higher in a discipline or subfield other than that in which he or she is teaching, that faculty member should have completed a minimum of 18 graduate credit hours in the discipline or subfield in which they teach. As per the Higher Learning Commission's Faculty Qualifications Guidelines, "Accreditation agencies expect that accredited institutions will use credentials as the primary mechanism to ascertain minimal faculty qualifications. HLC recognizes that experience also may be considered in determining faculty qualifications. In some situations, a combination of these may be appropriate."