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HANDBOOK OF THE FACULTY OF YESHIVA UNIVERSITY

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I. STATEMENT ON ACADEMIC FREEDOM

An essential condition of education is the free and unhampered process of discovery and the unrestricted communication of ideas and information. Every member of the Yeshiva University teaching community has the right and duty to participate freely in the lawful search for and transmission of knowledge. Yeshiva University respects the right of its teaching staff to exercise academic freedom in teaching, researching, and publishing.

function of the School's faculty governance, including a definition of its membership and quorum, the function and operations of

the size of their respective full-time faculty bodies. Each faculty body shall , have one Representative for every 15 faculty members, rounded up or down to the nearest full number. Each faculty body shall have at least one Representative, but no faculty body shall

turpitude or abandonment of position, the University will provide the terminated faculty member with one year's annual salary as severance pay.

III. FACULTY POLICIES

A. Faculty Appointments

1. Appointments

a. The faculty of the University includes:

Tenured faculty

Tenure-track faculty

Faculty not on the tenure track, including:

Full-time, non-tenure-track faculty

Research faculty

Clinical faculty

Visiting faculty

Adjunct faculty

b. Faculty Appointments are made by the Provost on behalf of the President. The academic department or unit to which the faculty member would be primarily appointed will be indicated. Secondary appointments are permissible, but each faculty member must have a primary academic department or unit of appointment. Tenured and tenure-track faculty

include rank, salary, course load, and general duties. The letters will also specify the length of time and termination date of the appointment. Tenure-track faculty members will be advised in writing at the time of their initial appointment of the substantive requirements and criteria generally employed in decisions affecting renewal and tenure. (See Section III.B for further details)

- b. Faculty appointments are usually made after consultation with faculty in the acad TJ2.34 3.0912 0 612 792 reW*n/F1 12 Tf1 0 0 1 205.01 593.02 Tm0 g0

1. Academic ranks for tenured and tenure-track faculty members at the University are:
 - Assistant Professor
 - Associate Professor
 - Professor
2. Requirements for Rank

b. Normally, tenure-track faculty members who are in their sixth

- v. The review will take place in a meeting between the faculty member and the head of the academic department or unit. Prior to the review, the faculty member will provide a current curriculum vitae, a written five-year plan detailing goals for teaching and research, descriptions of works in progress, presentations scheduled for the year, and any other information related to academic endeavors s/he would like to be considered (collectively, the "Material").

- vi. The parties will review the Material and examine the relationship of

experience at the previous rank at Yeshiva University, substantial teaching experience elsewhere, or a substantial record of discipline-specific experience. Upon successful review and evaluation of performance, and after consultation with the Provost, the appointment may be renewed. There is no limit to the number of reappointments at this rank.

will be effective once they are approved by the President or the Provost on behalf of the President.

3. The Dean of each School or College may establish regulations which permit full-time faculty to accept work beyond their designated full-time duties, subject to the restrictions and other conditions set forth below.. These regulations will be effective after, and if, they are approved by the President or the Provost on behalf of the President. However, outside employment, consultations, or assignments are not permitted if they might interfere with job performance or pose a conflict of interest in the sole determination of the President or the Provost on behalf of the President. Notwithstanding any such approved regulations:
 - a. During the academic year, full-time faculty members may not devote more than 20 percent of their time to outside employment consultations or assignments without the express written approval of the Provost and after consultation with the faculty member's Dean, Director, and chair when relevant. In order to monitor compliance with this requirement, each

he or she must reimburse the University for any salary and benefits

incompetence, financial exigency, or discontinuance of a program. The burden of proof in an appeal of such termination rests on the University.

a. Termination of Employment for Cause

- i. Grounds for dismissal for cause include incompetence, immoral character or conduct unbecoming a faculty member, neglect of duty, or personal conduct that significantly impairs fulfillment of the faculty member's institutional responsibilities.
- ii. If the Dean of a School or College, or other responsible officer of the University (the "Officer"), has information about or receives a complaint against a tenured faculty member containing allegations, which, if true, would serve as grounds for dismissal for cause, and if the Officer believes the information or complaint is substantial, the Officer will investigate further. Should the Officer determine that charges should be brought against the faculty member, the information will be forwarded to the Provost with recommendations for appropriate action. If the Provost determines, after additional investigation as deemed necessary and appropriate, that action is warranted, the Provost will provide a written Statement of Charges to the faculty member concerned.
- iii. The termination will be effective 30 days from the date of the Statement of Charges, unless, during that 30-day notice period, the faculty member makes a written request to the Provost for a hearing before the Faculty Review Committee pursuant to Section III.H.4.e. During this 30-day notice period, the faculty member may be suspended with pay only if there is a threat of immediate harm to the faculty member or others, and only after the Provost has consulted with the appropriate faculty body and the Office of the General Counsel.

b. Termination of Employment for Disability

- i. Termination of the employment of a tenured faculty member because of disability is to be based on medical or other relevant evidence that the faculty member, even with reasonable accommodation, is no longer able to perform the

