

Proposal: RPC moves the establishment of a Faculty Life Committee and a Faculty Governance Committee.

NOTE: Since the two committees are interrelated, RPC prefers that they be discussed together in a single motion. This document (RPC 0708-02) articulates the Review and Planning Committee's major proposed changes to the *Faculty Manual* and the Committee's rationale. The language describing the new committees and related necessary changes in the *Faculty Manual* are in RPC 0708-03.

Faculty Life Committee (to be inserted as §3.IV.3 of the Faculty Manual)

- a) **Purpose:** To organize and monitor faculty reward and support in the interests of professional development.
- b) Responsibilities:
 - (i) To foster faculty development.
 - (ii) To review and recommend sabbatical leave applications.
 - (iii) To propose annually salary distribution formulas.
 - (iv) To appoint a faculty member to the Benefits Committee.
 - (v) To recommend honorary degree awards.
 - (vi) To receive annually from the Tenure & Promotion Committee recommendations on policies and procedures.
 - (vii) To receive annually from the Faculty Review Committee a summary report on its actions, and recommendations on policies and procedures.
- c) Personnel:
 - (i) Ten faculty representatives, one tenured from each Faculty and five at-large
 - (ii) President, or his or her representative
 - (iii) Provost and Dean of the College, or his or her representative
 - (iv) Assistant Provost of the College, or his or her representative
 - (v) Vice President and Treasurer, or his or her representative
 - (vi) One student
- d) **Terms of Office:** The terms of office for the faculty representatives shall be for three years. The terms shall be staggered.

Rationale:

This is the latest proposal emerging from RPC's review and reorganization of faculty committees. As with previous proposals, RPC has identified and extracted key responsibilities from existing committees, sorted and recombined them into a series of interconnected interests, and placed them under the charge of a single new committee.

In the present case, the Faculty Life committee takes over responsibilities that formerly fell to the Faculty Development Committee and the Review and Planning Committee.

Thus, under Responsibilities:

--(i) takes over, in their entirety, the responsibilities of the present Faculty Development Committee

--(ii), (iii), and (iv) take over responsibilities carried out by the present Review and Planning Committee

--(v) takes over the duties of the Honorary Degree Sub-Committee of the former CEPC

--(vi) expands and strengthens the communications currently called for between the Tenure and Promotion Committee and the present Review and Planning Committee (see *Faculty Manual*, Section 3, IV, 7, b, (ii))

--(vii) redirects the annual reports made by the Faculty Review Committee (see *Faculty Manual*, Section 3, IV, 3, b, (iii)) from the present Review and Planning Committee to the Faculty Life Committee.

What are the advantages of this reorganization?

Responsibilities (iv)-(vii) are unexceptional: these are tasks for which the need has long been attested, which have been habitually carried out by various committees, and which now logically fall under the purview of Faculty Life.

The proposal's principal strength and innovation lie in Responsibilities (i)-(iii). For the first time, faculty development opportunities in general, sabbatical leaves (perhaps the single most important constituent of professional development), and the recommended annual salary distribution will now be the responsibility of a single committee, whose oversight, as a result, will be that more inclusive, holistic and coherent than is currently the case.

The issues associated with faculty development are many and complex. They include, to mention only four of the many we have talked about in the course of our deliberations: the shape and life-cycle of individual faculty members' careers; the academic and collegial acculturation of

untentured faculty; the (long-avoided) evaluation of tenured faculty; and the proportion of money budgeted for faculty salaries on the one hand and for faculty development on the other.

Just how, precisely, the new committee will act in dealing with these matters, and in furthering faculty development in the future, we cannot and do not wish to say. What we do offer is a new committee so structured as to have a good chance of arriving at sound decisions in the future.

We have limited the number of *ex officio* members deliberately. The new committee will always be free to call upon any members of the faculty and staff, such as the directors of CILA and GFR, to help with its deliberations.

We also offer a committee description that is intentionally lithe and lean. As a part of its reorganization of the faculty committees, RPC put the committee structure on a stringent weight loss program. How enduring the effects of this program may be only time will tell. The description takes stylistically a minimalist approach, free of semantic twitches and clamant rhetoric, preferring to rely, in the manner in which it will be interpreted and implemented, on the good sense of future committee members.

Faculty Governance Committee (*to be inserted as §3.IV.2 of the Faculty Manual*)

- a) **Purpose:** To organize and monitor faculty governance, and to represent the faculty to the administration and the Board of Regents.
- b) Responsibilities:
 - (i) To make recommendations on faculty governance.
 - (ii) To advise the administration on faculty meetings, college governance and college planning.
 - (iii) To review and make recommendations to the faculty on changes to the *Faculty Manual*.
 - (iv) To appoint from its own membership five faculty to serve on the Regents-Faculty Conference Committee.
 - (v) To oversee faculty membership on faculty committees, to nominate candidates for committee elections, and to coordinate elections.
 - (vi) To select hearing committees as specified under Dismissal Proceedings (Section 4.XVIII).
- c) Personnel:
 - (i) Ten faculty representatives, one tenured from each Faculty and five at-large
 - (ii) The Observer and the Observer-elect to the Board of Regents
 - (iii) President, or his or her representative

- (iv) Provost and Dean of the College, or his or her representative
 - (v) Assistant Provost of the College, or his or her representative
 - (vi) Vice President and Treasurer, or his or her representative
 - (vii) One student
- d) **Terms of Office:** The terms of office for the faculty representatives shall be for three years. The terms shall be staggered.

Rationale:

This is the final proposal to emerge from RPC’s review and reorganization of faculty committees. Appropriately it has left till last the proposal that amounts to an announcement of its own demise.

As with previous proposed new committees, the Faculty Governance Committee takes over several tasks formerly scattered among different committees:

- Responsibilities (i) and (iii) it inherits from the present RPC
- (ii) proposes a more direct and explicit line of communication between the faculty and the administration in regard to faculty meetings, college governance and college planning
- (iv) gives to the new committee the responsibilities currently carried out by the Regents-Faculty Conference Committee
- (v) gives to the new committee the responsibilities currently carried out by the Nominating Committee
- (vi) transfers to the new committee another duty currently in the charge of the Nominating Committee

The most significant alterations in current committee practice represented by this proposal come in the areas of faculty communications with the Board of Regents and in the faculty nominating process.

In taking over the tasks of the current Regents-Faculty Conference Committee, and delegating them to the subcommittee described in (iv), the new Faculty Governance Committee will offer to the Regents regular contact and discussion with a subset of a major, permanent and broadly representative committee close, in its appointed work, to the ongoing concerns of the faculty and at the center of one set of faculty deliberations. To further strengthen the new line of communication between faculty and Regents, we propose that both the Observer to the Board of Regents and the Observer-elect serve on the new committee. We do not recommend any change in the present manner in which these two are elected at large by the faculty.

Given the importance of faculty participation in college committee work, given what has been described to us as the increasing challenge of finding faculty willing to serve the college in this way, and given also the apparent unevenness of faculty contributions in this area, the RPC proposes that the work of the current Nominating Committee now be placed in the hands of this new, broadly representative committee, one of whose tasks it will be to consider the problems, and to recommend and implement solutions. As with the proposed Faculty Life Committee and their responsibility for faculty development, we are not prescribing to the Faculty Governance Committee a specific agenda in the matters of the nomination process and committee service; we are simply proposing a committee whose membership and experience will, we believe, lead to wise decisions in these areas.

The language of this proposal has been through the same work-out program as that in the Faculty Life document.