

Memo to: Faculty at Union College

From: Linda Stanhope, Chair of the Faculty Executive Committee

Re: Proposed amendments to the Faculty Constitution re: Planning and Priorities Group

Date: April 27, 2009

The FEC is proposing some additions, and one deletion, to the membership of the Planning and Priorities Group. We propose adding the faculty trustees as members to enhance the interface with the Board of Trustees, and increasing the number of staff representatives from one to two. We also suggest eliminating the alumni representative; that position has fallen out of use in recent years. For the sake of simplicity we suggest that rather than enumerating the various vice presidents, we simply include "the Vice Presidents." All of the vice presidents are members of the President's senior staff and are regular attendees at P & P meetings. We wish to add the Senior Director of Campus Diversity and Affirmative Action (Gretchel Tyson's position) as a member. Finally, we include a reference to "resource people deemed helpful" to allow other staff persons to attend as needed to facilitate the discussions.

Proposed rewording of the membership of the P & P (FM IV, p. 15, changes in bold):

A. MEMBERSHIP

The Planning and Priorities Group shall be composed of the four division Chairs of the Faculty, the Chair of the Faculty Executive Committee, the Secretary of the Faculty, **the two faculty trustees**, three students (full-time, day-time, undergraduates) to be appointed by the Student Committee on Committees, **two** members of the staff to be **appointed by the Director of Human Relations for three-year terms with the possibility of reappointment**, ~~one alumni representative to be appointed by the Alumni Council,~~ **the Vice Presidents, the Senior Director of Campus Diversity and Affirmative Action, and resource people deemed helpful to the discussions of the Planning and Priorities Group.** The President of the College shall chair the group.

We further propose that the Benefits Committee be added as a standing sub-group of P & P:

D. SUB-GROUP

The Benefits Committee is a standing sub-group of the Planning and Priorities Group (P&P) that makes recommendations to P&P regarding faculty and staff benefits. The Faculty Compensation Committee comprises the faculty membership of the committee. Two administrative staff members, one of whom is designated as the committee's co-chair, and two hourly staff members are nominated by the Vice President for Finance & Administration and appointed by P&P. The Chair of the Faculty Compensation Committee and the designated appointed administrative staff member co-chair the committee. The Director of Human Resources serves ex-officio. The Director of Human Resources seeks the advice of the committee annually regarding benefits budget planning. P&P and the Director of Human Resources consult the committee on any significant changes to benefits, sometimes requesting analysis of possible policy changes.