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## **General Faculty Meeting Agenda, Tuesday, 16 September 2014**

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Faculty Executive Committee, Faculty Executive Committee <fec@union.edu>

Fri, Sep 12, 2014 at 6:19 PM

To: Union-Faculty <Union-Faculty@union.edu>

Dear Faculty Colleagues:

The second General Faculty Meeting for the Fall term 2014 is scheduled for Tuesday, 16 September 2014 from 12:55 to 1:45 in Olin 115. **I intend to call a vote on** Items 1-6 below at the meeting. In accordance with SECTION IV.XVIII of the faculty manual, these items were announced to the faculty as an official CIRCULATION of the AMENDMENT to the Governance System in an email on 16 August 2014. As stated in the faculty manual the announcement was sent a minimum of 30 days prior to the intended votes, but not more than 45 days prior to the intended votes. Each item will be considered separately, in the order below.

### **Tuesday, 16 September 2014 General Faculty Meeting Agenda** **12:55pm to 1:45pm, Olin 115**

1. Call meeting to order
2. Vote on Items 1-6

**A light lunch will be served in the Olin Rotunda prior to the meeting.**

### **ITEMS TO BE VOTED ON DURING THE MEETING**

Below are the sections of the Faculty Constitution that are being considered for change.

The specific text being considered for removal is highlighted in **RED** and the new text being considered for inclusion is highlighted in **GREEN**.

Items 1-5 are intended to address the growing difficulty in finding eligible junior faculty members to serve on the FRB. Item 6 addresses a discrepancy between what is posted on the Academic Affairs website and what is currently in the Faculty Manual.

#### **ITEM 1:**

**Background:** Currently the Faculty Manual, Section IV (Faculty Constitution), SubSection VI (Faculty Review Board) requires three junior faculty members to sit on the FRB. Two are Center representatives and one is an at-large representative. Only junior faculty in their 3rd,

4th, or 5th year are eligible for these positions. Typically 4th year junior faculty are not considered because this is a sabbatical year for them, this reduces the pool of candidates to just the 3rd and 5th year. One of these positions has to be filled by a post third year junior faculty member so that they can sit on 3rd year reappointment reviews. The number of faculty in these years of service can be very small making it difficult to find willing candidates. ITEM 1 asks the general faculty to reduce the number of junior faculty on the FRB from three to two members. The two members would be center representatives elected by the junior faculty.

----- ITEM 1 Proposed Change -----

**A. Membership**

The Faculty Review Board shall have as members five senior faculty (those who have passed tenure review), **three two** junior faculty (those who have not reached the stage of tenure review), the Dean of the Faculty, the Dean of Academic Departments and Programs, and the Affirmative Action Officer. The two deans and the Affirmative Action Officer shall serve ex officio and without vote, except that the Dean of the Faculty shall vote, if requested by the Board, in the event of a tie.

Each Division shall elect one of its senior members to serve on the Faculty Review Board. The fifth senior member **and the third junior member** shall be elected by the faculty-at-large. The **remaining** junior members will be elected by the junior faculty, one to represent the Arts and Humanities and Social Sciences Divisions, and the other to represent the Science and Mathematics, and Engineering and Computer Science Divisions. Each junior member shall have been a member of the faculty for a minimum of two years, shall be elected for a term of one year, and shall not serve on the Board in the year of tenure review.

-----End of ITEM 1 Proposed Change -----

**ITEM 2:**

**Background:** To help expand the pool of junior faculty members eligible to serve on the FRB, ITEM 2 changes the Faculty Manual, Section IV (Faculty Constitution), SubSection VI (Faculty Review Board) making junior faculty in their second year eligible to serve on the FRB. ITEM 2A reflects the passage of ITEM 1 and ITEM 2B reflects ITEM 1 not passing.

**ITEM 2A: [If ITEM 1 Does Pass]**

-----ITEM 2A Proposed Change-----

Each Division shall elect one of its senior members to serve on the Faculty Review Board. The fifth senior member shall be elected by the faculty-at-large. The junior members will be elected by the junior faculty, one to represent the Arts and Humanities and Social Sciences Divisions, and the other to represent the Science and Mathematics, and Engineering and Computer Science Divisions. Each junior member shall have been a member of the faculty for a minimum of **two one** years, shall be elected for a term of one year, and shall not serve on the Board in the year of tenure review.

-----End of ITEM 2A Proposed Change -----

**ITEM 2B: [If ITEM 1 Does NOT Pass]**

----- ITEM 2B Proposed Change -----

Each Division shall elect one of its senior members to serve on the Faculty Review Board. The fifth senior member and the third junior member shall be elected by the faculty-at-large. The remaining junior members will be elected by the junior faculty, one to represent the Arts and Humanities and Social Sciences Divisions, and the other to represent the Science and Mathematics, and Engineering and Computer Science Divisions. Each junior member shall have been a member of the faculty for a minimum of **two one** years, shall be elected for a term of one year, and shall not serve on the Board in the year of tenure review.

----- End of ITEM 2B Proposed Change -----

### **ITEM 3:**

**Background:** This item changes a typographical error in the Faculty Manual, Section IV (Faculty Constitution), SubSection VI (Faculty Review Board).

----- ITEM 3 Proposed Change -----

#### **C. Procedures**

Only the senior faculty members shall join with the Deans and the Affirmative Action Officer in reviewing individuals for promotion, tenure, **tenure** and renewal of long-term contracts.

----- End of ITEM 3 Proposed Change -----

### **ITEM 4:**

**Background:** In the Faculty Manual, Section IV (Faculty Constitution), SubSection VI (Faculty Review Board) a post third year review junior faculty member is required to participate in reappointment reviews in an advisory (non-voting) capacity. ITEM 4 proposes that junior faculty would no longer be required to participate in reappointment reviews.

----- ITEM 4 Proposed Change -----

#### **C. Procedures**

Only the senior faculty members shall join with the Deans and the Affirmative Action Officer in reviewing individuals for promotion, tenure, **reappointment reviews**, and renewal of long-term contracts. **During consideration of reappointment reviews for junior tenure-track faculty, one junior faculty member of the Board will participate in an advisory (non-voting) capacity. This junior faculty member will have completed the reappointment review process. Attendance will be rotated among the eligible members.** The Board as a whole shall consider all other matters within its jurisdiction. In the event of a tie vote, the board may request the Dean of the Faculty to decide between the favored alternatives.

----- End of ITEM 4 Proposed Change -----

### **ITEM 5: [Will Only Be Considered if ITEM 4 Fails to Pass]**

**Background:** This item will only be considered in the event that ITEM 4 fails to pass. In the Faculty Manual, Section IV (Faculty Constitution), SubSection VI (Faculty Review Board) a post reappointment review junior faculty member is required to participate in reappointment

reviews in an advisory (non-voting) capacity. ITEM 5 proposes that all junior faculty would be eligible to participate in reappointment reviews.

----- ITEM 5 Proposed Change -----

**C. Procedures**

Only the senior faculty members shall join with the Deans and the Affirmative Action Officer in reviewing individuals for promotion, tenure, and renewal of long-term contracts. During consideration of reappointment reviews for junior tenure-track faculty, one junior faculty member of the Board will participate in an advisory (non-voting) capacity. **This junior faculty member will have completed the reappointment review process.** Attendance will be rotated among the **eligible junior** members. The Board as a whole shall consider all other matters within its jurisdiction. In the event of a tie vote, the board may request the Dean of the Faculty to decide between the favored alternatives.

----- End of ITEM 5 Proposed Change -----

**ITEM 6:**

**Background:** In the Faculty Manual, Section IV (Faculty Constitution), XVII (Liaison Committee on Study Abroad), a change to the membership of the committee is being proposed. This change has been reviewed and the language for the change approved by Steve Leavitt (Dean of Students), Kate Schurick (Dean of First-Year Students), and Lara Atkins (Director of International Programs).

----- ITEM 6 Proposed Change -----

**A. Membership**

Membership shall include the Director of International Programs, four faculty members and two students. The Dean of the Faculty or her/his designee, Dean of Studies, Dean of **First Year** Students **or his/her designee**, and other administrators involved in the work of the International Programs Office as invited by the co-chairs of the committee, shall be non-voting members of the Committee. The Director of International Programs and one of the faculty members shall co-chair the Liaison Committee on Study Abroad. Faculty members shall be elected by the faculty, normally one from each of the four Divisions, for staggered three year terms. The elected faculty shall select the faculty co-chair from among themselves in consultation with the Faculty Executive Committee. The student members shall be appointed by the Student Committee on Committees or its equivalent.

----- End of ITEM 6 Proposed Change -----

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