

General Faculty Meeting
Second Winter Meeting
Tuesday, February 21, 2017, 12:50-1:45pm
Olin 115

AGENDA

1. Introductory remarks by President Stephen Ainlay.

2. Motion to change wording in Faculty Manual Section IV.X.D (FM IV, pp. 24-25) pertaining to Benefits Committee. See supporting papers under Agenda Item 2 below, originally presented to faculty at the General Faculty Meeting held on January 17, 2017. Motion moved by Peter Bedford, Chair FEC.

Diane Blake, VP for Administration and Finance, proposed to FEC that the Chief Human Resources Officer, who has served *ex officio* on the Benefits Committee, become the permanent administration/staff co-Chair of the committee, sharing the duties of chairing with the faculty co-Chair who is appointed by FEC. In addition, language has been included that identifies the participation of advisors who assist the committee in its work. This ratifies what has been the practice of the committee over a number of years.

3. Proposal from Faculty Review Board to change wording in Faculty Manual Section IV.VI.C (FM IV, p. 18) which requires a vote of the faculty. The proposal seeks to recuse members of FRB from considering certain types of cases from their home departments, specifically, reappointment, tenure and promotion.

Accepting this change prompts as a corollary a change to Faculty Manual Section II.IX.C.4 (FM II, p. 47). This does not require a vote of the faculty, but faculty should be aware of it as an outcome of the proposed change to the faculty constitution noted above.

Strom Thacker, VPAA/Dean of Faculty, will present the proposal. For the proposed changes, see supporting papers under Agenda Item 3 below. The proposal has been reviewed by FEC.

Rationale (taken from FRB memo to FEC):

The principal reason for these proposed changes is one of equity. Most candidates for tenure, promotion, renewal etc. do not have a member of their home department sitting on the FRB. But some do, and this introduces inequity across cases. Under the current system, some candidates have a colleague from their own department sitting on the FRB and possibly advocating for (or against) them, while most do not. And while the additional background and information that a home-department member can bring to the table might be seen as useful, the fact

that other cases do not enjoy that benefit is inequitable. In addition, those FRB members who review cases from their own departments on the FRB are getting more input into the decision than either their department or FRB colleagues, which introduces another type of inequity.

Looking at some of our peer and other institutions, our clear sense is that recusal is the norm at most. We have consulted with the chief academic officers at each of the other New York 6 schools (Colgate, Hamilton, Hobart and William Smith, St. Lawrence and Skidmore), and all of them have rules similar to the one we are proposing here. Thus, these changes would put us on par with what we believe are standard practices.

4. Announcements:

- (i) Vote for the Bailey and Daggett Prizes will be held at the first General Faculty Meeting of spring trimester, Tuesday, April 4 (week 2). Please have nominations submitted by Sunday, April 2 through Nexus (folders will be available from March 1). It will be possible to submit nominations from the floor of the meeting on April 4.

- (ii) Dates for spring trimester General Faculty Meetings— April 4 (week 2); May 9 (week 7) [May 23 for additional meeting, if needed]

Agenda Item 2

PROPOSED WORDING

Faculty Manual IV.X.D

X. THE PLANNING AND PRIORITIES GROUP

D. Sub-Group

Responsibilities

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. P&P consults with the committee regarding the consideration of any significant benefit plan changes and provides detailed charges for specific projects. Working in conjunction with a contracted benefits consultant, the Chief Human Resources Officer (CHRO) annually seeks the advice of the committee regarding Union's benefits and benefits budget planning. Resource people, deemed helpful to a particular discussion, are invited to attend.

Membership

The Benefits Committee shall, when possible, be composed of: a maximum of five representatives of the Faculty Compensation Committee (FCC), including a Faculty Executive Committee (FEC) liaison; the CHRO; two administrative staff members; and two hourly staff members. The two hourly staff members and two administrative staff members are nominated by the Vice President for Administration & Finance and appointed by P&P. The FCC members are appointed by FEC. With the exception of the CHRO, terms of appointment are for three years with the possibility of reappointment. A member of the FCC is designated by the FEC as co-chair. The designated faculty member and the CHRO serve as co-chairs.

CURRENT WORDING

FM IV.X.D

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 designated administrative staff member and a member of the Faculty Compensation Committee designated by the Faculty Executive

Committee 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.

Agenda Item 3

FRB Faculty Recusal Proposal

Proposed modification to Faculty Manual IV.VI.C:

Only the senior faculty members shall join with the Deans and the Chief Diversity Officer in reviewing individuals for *tenure or promotion to the rank of full professor*. ~~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. Attendance will be rotated among the junior members. *A Board member shall be recused from participation in the Board's review, discussion, and vote of promotion, tenure, renewal and reappointment of individual cases from his or her home department. When a current voting member is recused or otherwise unable to serve, a previous corresponding member of the Faculty Review Board (from the appropriate division or "at large") will act in his or her stead. If no corresponding former member of the FRB is available to serve, the FRB Chair, in consultation with the VPAA, will select a corresponding senior faculty member to serve in this capacity.* 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.~~

Proposed modification to Faculty Manual II.IX.C.4 (to make dismissal language consistent with new proposed language on tenure, appointments, etc. above):

The following procedures will be followed by the five senior members only of the Faculty Review Board. *A Board member shall be recused from participation in the Board's review, discussion, and vote of individual cases from his or her home department.* ~~If a current senior member is unable to serve, the previous corresponding member of the Faculty Review Board (from the appropriate division or "at large") will act in his or her stead.~~ If the faculty member under investigation is him or herself a member of the Faculty Review Board, he or she *shall be recused from the case.* ~~will step down and the previous corresponding member of the Faculty Review Board will act in his or her stead.~~ If a faculty member wishes to recuse him or herself *from a case*, he or she may consult with the Chair and the Secretary of the Faculty Executive Committee (FEC) who will determine if recusal is appropriate. If the faculty member under investigation wishes to ask a member of the Faculty Review Board to recuse him or herself, that faculty member will make the request to the Chair and Secretary of the FEC who will determine if the request is justified and the recusal appropriate. ~~If a senior member of the Faculty Review Board is recused, the Dean of the Faculty shall appoint an appropriate, previously elected, senior member of the Faculty Review Board.~~ *In all such cases covered here, if a current senior member is recused or otherwise unable to serve, a previous corresponding member of the Faculty Review Board (from the appropriate division or "at large") will act in his or her stead. If no corresponding former member of the FRB is available to serve, the FRB Chair, in consultation with the Chair and Secretary of the FEC, will select a corresponding senior faculty member to serve in this capacity.*

Notes: All new text is in *bold italics*. All deleted text is ~~struck through~~.

FRB Faculty Recusal Proposal

Current text in Faculty Manual IV.VI.C:

C. Procedures

Only the senior faculty members shall join with the Deans and the Chief Diversity 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. Attendance will be rotated among the 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.

Proposed new text:

C. Procedures

Only the senior faculty members shall join with the Deans and the Chief Diversity Officer in reviewing individuals for tenure or promotion to the rank of full professor. 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. Attendance will be rotated among the junior members. A Board member shall be recused from participation in the Board's review, discussion, and vote of promotion, tenure, renewal and reappointment of individual cases from his or her home department. When a current voting member is recused or otherwise unable to serve, a previous corresponding member of the Faculty Review Board (from the appropriate division or "at large") will act in his or her stead. If no corresponding former member of the FRB is available to serve, the FRB Chair, in consultation with the VPAA, will select a corresponding senior faculty member to serve in this capacity. The Board as a whole shall consider all other matters within its jurisdiction.

Current text in Faculty Manual II.IX.C.4

The following procedures will be followed by the five senior members only of the Faculty Review Board. If a current senior member is unable to serve, the previous corresponding member of the Faculty Review Board (from the appropriate division or "at large") will act in his or her stead. If the faculty member under investigation is him or herself a member of the Faculty Review Board, he or she will step down and the previous corresponding member of the Faculty Review Board will act in his or her stead. If a faculty member wishes to recuse him or herself, he or she may consult with the Chair and the Secretary of the Faculty Executive Committee (FEC) who will determine if recusal is appropriate. If the faculty member under investigation wishes to ask a member of the Faculty Review Board to recuse him or herself, that faculty member will make the request to the Chair and Secretary of the FEC who will determine if the request is justified and the recusal appropriate. If a senior member of the Faculty Review Board is recused, the Dean of the Faculty shall appoint an appropriate, previously elected, senior member of the Faculty Review Board.

Proposed new text (to make dismissal language consistent with new proposed language on tenure, appointments, etc. above):

The following procedures will be followed by the five senior members only of the Faculty Review Board. A Board member shall be recused from participation in the Board's review, discussion, and vote of individual cases from his or her home department. If the faculty member under investigation is him or herself a member of the Faculty Review Board, he or she shall be recused from the case. If a faculty member wishes to recuse him or herself from a case, he or she may consult with the Chair and the Secretary of the Faculty Executive Committee (FEC) who will determine if recusal is appropriate. If the faculty member under investigation wishes to ask a member of the Faculty Review Board to recuse him or herself, that faculty member will make the request to the Chair and Secretary of the FEC who will determine if the request is justified and the recusal appropriate. In all such cases covered here, if a current senior member is recused or otherwise unable to serve, a previous corresponding member of the Faculty Review Board (from the appropriate division or "at large") will act in his or her stead. If no corresponding former member of the FRB is available to serve, the FRB Chair, in consultation with the Chair and Secretary of the FEC, will select a corresponding senior faculty member to serve in this capacity.