

## SALISBURY UNIVERISTY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

TITLE: Changes to Faculty Welfare Committee (FWC) and Promotions Committee memberships.

SENATOR PROPOSING MOTION: Bart Talbert

SENATOR SECONDING MOTION:

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MOTION (this section alone will be recorded in the minutes):

Resolved, that the Faculty Senate make the changes highlighted below to the Salisbury University bylaws concerning membership on the Faculty Welfare and Promotions committees.

Section 7, Promotions Committee, E, paragraph 2:

The committee shall have eight voting members, all tenured at the associate professor rank or higher: one Faculty member elected by and from each Unit, and three elected at-large. In addition, two tenured Faculty members shall be elected as alternates, each of whom shall participate and vote only if replacing a recused, voting member of the committee or filling a vacancy. Library Faculty are precluded from membership on this committee as they have a separate, parallel committee to determine promotion and tenure. Members are required to recuse themselves from discussion and voting upon candidates who share the same immediate supervisor. Immediate supervisors of Faculty are precluded from membership. Additionally, Faculty members serving on this committee shall not apply for promotion while serving on the committee. Also, no faculty member shall serve on this committee and the Faculty Welfare Committee simultaneously. Faculty who are unable to serve on the committee due to a leave (sabbatical, medical, research, etc.) of at least one semester shall retire from the committee and be replaced for the duration of his or her term with a tenured Faculty member at the rank of associate professor or higher elected by and from the Unit that the retiring member represented.

From Section 8. Faculty Welfare Committee, C, paragraph 2:

The committee shall have six voting members: one tenured Faculty member elected by and from each Unit. No faculty member shall serve on this committee and the Promotions Committee simultaneously. Additionally, A voting member who is unable to serve on the committee due to a leave (sabbatical, medical, research, etc.) of at least one semester shall retire and be replaced with a tenured Faculty member elected by and from the Unit that the retiring member represented, who shall serve the remainder of the retiring member's term.

JUSTIFICATION:

The proposed changes would prevent faculty from serving on both the FWC and the Promotions Committee at the same time because in the case of an appeal of denied promotion, the appeal would be heard by the FWC. In that case, a faculty member who serves simultaneously on both committees would have to recuse himself because they have already had input as a member of the Promotions Committee. In the past, for the same appeal, multiple members of the FWC had to recuse themselves, making it difficult for the FWC to do its job concerning the appeals that came forward.

ANTICIPATED IMPACT:

Negative: None

Positive: Allow the FWC to function with its full complement of members in the case of appeals of negative promotions decisions by the Promotions Committee.

Is this a recommendation to the Provost? Yes\_\_\_\_ No\_\_X\_\_

Is this a recommendation to someone else? No\_\_X\_\_ Yes, to \_\_\_\_\_

VOTE: Number of Senators Present:

Motion Passes or Fails: