

Brothers, Sheila C

From: Greissman, Richard
Sent: Wednesday, April 15, 2009 3:07 PM
To: Randall, David C
Cc: Brothers, Sheila C; Subbaswamy, Kumble; Anderson, Heidi Milia
Subject: GR VII (Consulted Faculty)
Attachments: GR VII - consulted faculty (version 4-15-09).doc

Dear David,

Having shared news with the Senate Council the other week that Provost Subbaswamy would not recommend to President Todd at this time changes to the section in GR VII on faculty consultation in faculty personnel matters, I write to provide this update on that matter.

While disagreement persists on how best to rework, if at all, the language on the documentation of faculty consultation by the chair, Provost Subbaswamy acknowledges the full agreement among deans, college faculties and faculty governance bodies on the matter of redefining the circle of "consulted faculty". He wishes to act at this time on this significant area of broad agreement.

I could summarize the points of agreement by restating the language from the revised section of GR VII under consideration here:

- At a minimum, on matters relating to decisions not to reappoint, reappointment, terminal reappointment, or the granting of tenure of persons in any title series, the department chair shall consult with all tenured faculty members of the department.
- At a minimum, on matters relating to appointment or promotion of any persons in any tenure-eligible title series, the department chair shall consult with all full-time tenured and tenure-eligible faculty members of the department, with a rank at or above the rank to which the individual being considered would be appointed or promoted.
- At a minimum, on matters relating to appointment, decisions not to reappoint, reappointment, terminal reappointment, or promotions of persons in any tenure-ineligible series, the department chair shall consult with all full-time tenured and tenure-eligible faculty members of the department.

The Senate Council has already endorsed the revised language above.

Furthermore, the Senate Council also endorsed the other week the following provision to the language on faculty consultation:

"A department faculty may establish policies that extend the above minimum consultation requirements in faculty personnel matters to include the specified participation of other full-time faculty employees in any series in the department. Once these policies on extended participation privileges are approved by the department faculty (GR VII.A.6.(a)) and reviewed by the department chair, the dean and Provost for consistency with the Governing Regulations and Administrative Regulations, and rules of the College and approved, these

policies shall be incorporated into the rules document of the department.”

The language quoted above has also been retained in the attached document.

Therefore, Provost Subbaswamy intends to recommend that President Todd approve the attached revision of GR VII and send it forward to the BoT for its review and final adoption. I invite the Senate Council members to review the attached document and confirm for themselves that this revision has kept in place that which the Senate Council endorsed the other week, but abandons the revised language on the forms of documentation such consultation may take. Instead, the attached revision recaptures the language from the current version of GR VII on documentation, which reads as follows:

“All recommendations on matters listed above, excluding reappointments and post-retirement appointments, shall include the written judgment of each consulted member of the department and of each director of any multidisciplinary research centers or institutes, or graduate centers with which the individual is, or would be, associated, along with the recommendation of the chair.”

Please share this missive and the attached document with the members of the Senate Council and extend my reassurance that I will address on Monday (April 20th) any questions or concerns they may have in this matter.

Thank you.

Cheers,
Richard