

Brothers, Sheila C.

From: Bird-Pollan, Jennifer
Sent: Tuesday, January 21, 2020 1:51 PM
To: Grossman, Robert B.
Cc: Vincent, Leslie H.; Collett, DeShana; Deaton, Marcy D.; Brothers, Sheila C.
Subject: Re: senators and phased retirement -- final proposal

From: "Grossman, Robert B." <robert.grossman@uky.edu>
Date: Thursday, January 16, 2020 at 9:16 PM
To: "Bird-Pollan, Jennifer" <jbirdpollan@uky.edu>
Cc: "Vincent, Leslie H." <lvinc2@uky.edu>, "Collett, DeShana" <DCollettPAC@uky.edu>, "Deaton, Marcy D." <mdeaton@email.uky.edu>
Subject: senators and phased retirement -- final proposal

Hi Jennifer,

After additional discussion subsequent to our meeting, the ad hoc committee on phased retirement proposes that the Senate ask the Board of Trustees to make the following change to GR IV.A, second paragraph, first sentence:

The ninety-four (94) elected faculty **Senators** shall be full-time faculty.¹ **The elected faculty Senators shall be** elected from and by the respective college faculties.

¹A faculty member who enters phased retirement while already serving a term in the Senate may complete the term, but a faculty member who is already on phased retirement may not be elected or begin a term in the Senate.

General Counsel Bill Thro has confirmed that he believes that this change will have the desired policy effect. No change to AR 3:2 (which discusses phased retirement) will be required.

Next steps:

1. We will bring the proposed GR change to SC for endorsement.
2. Assuming SC endorses it, Jennifer will ask the Provost and President to endorse the proposed GR change.
3. Assuming the Provost and President endorse it, the SC will put the proposed GR change to the Senate for endorsement.
4. Assuming the Senate endorses it, the President will bring the proposed GR change to the Board of Trustees for approval.

If any of the approvals does not happen, we will meet again to discuss the block and whether we can overcome it.

We also propose corresponding changes to the Senate Rules, as follows. The Senate can approve these changes concurrently with the endorsement of the proposed GR change but make them contingent on the Board's approval of the proposed GR change. Note that only the changes to Section 1.2 are required if the Board approves the GR. The changes to Section 1.3 are entirely within the purview of the Senate, and the Senate may choose to adopt the proposed policies or different ones. (Not changing the rules at all will mean that Senators on phased retirement will be able to run for Senate Council or Senate Council Chair.)

1.2. FUNCTIONS & COMPOSITION OF THE UNIVERSITY SENATE

1.2.2 COMPOSITION

As specified in the Governing Regulations, GR IV.A, the Senate shall be composed of (1) elected voting representatives of the University Faculty, emeriti faculty, and students, and (2) ex officio voting and nonvoting members. [US: 10/12/81 and BoT: 4/6/82; US: 3/20/89 and BoT: 8/22/89; US: 3/9/98 and BoT: 4/7/98; US: 10/12/98 and BoT: 3/2/99; US 12/3/2001 and BoT: 1/22/2002]

The 94 elected representatives of the University Faculty shall be full-time faculty employees **or faculty employees on phased retirement**, elected from and by the eligible regular, full-time members of the respective college faculty bodies (including the Libraries and Graduate School).

1.2.2.1 Elected Faculty Membership

1.2.2.1.2 Election

The respective faculties of each college (including the Graduate School and Libraries as equivalent to colleges; GR VII.C.2) represented in the Senate shall conduct elections for vacancies in the second semester of the academic year, with the representatives elected taking office on August 16 of the following academic year.... If the Senate Rules and Elections Committee identifies a matter of noncompliance a college's election process, it shall contact the dean of the college with that information. [US: 10/8/2001; US: 2/3/2003; US: 3/9/2015]

Pursuant to GR IV, faculty employees who have been elected to the University Senate and have begun their terms prior to entering phased retirement may complete their current terms in the Senate. Faculty employees who are on phased retirement shall not begin a term on the University Senate, even if they were elected (or reelected) prior to entering phased retirement. The dean of each college is responsible for ensuring that faculty employees in that college who are on phased retirement do not run for election to the Senate or begin a term in it.

1.3.1 UNIVERSITY SENATE COUNCIL

1.3.1.2 Composition

1.3.1.2.1 Elected Faculty Membership

1.3.1.2.1.1 Eligibility for Membership

Any elected faculty member of the Senate (or person appointed to replace an elected member) whose term of office has not expired at the time of the election shall be eligible for election to the Senate Council, **with two exceptions:**

1. ~~except that no~~ **No** more than three (3) of the nine elected faculty members of the Senate Council shall be from any one college.

2. **Senators who are on phased retirement are not eligible to begin a term on the Senate Council, even if they were elected prior to entering phased retirement. (However, Senators who have begun a term on the Senate Council prior to entering phased retirement may complete their current terms on the Senate Council.) The dean of each college is responsible for informing the Senate Council Office when a Senator from that college enters phased retirement.**

1.3.1.3 Officers of the Senate Council

1.3.1.3.1 Senate Council Chair

The Senate Council shall elect its Chair in December preceding the academic year during which the Chair shall serve. All nine of the elected faculty representatives then serving on the Senate Council shall be eligible for election to the position, **with the exception noted below**. The incumbent Chair, if in his or her first year as Chair, shall also be eligible for reelection.

A Senate Council member who is on phased retirement is not eligible to begin a term as Chair, even if he or she was elected to the position prior to entering phased retirement. However, a Senate Council Chair who enters phased retirement during his or her term may complete that term.

Note that the deans will need to be educated on their responsibilities in this process.

-- Bob