

## Motion presented to Faculty Senate 4/21/15

### Proposed Changes to Faculty ByLaws Article VII Faculty Personnel Policies

The following motion for changes to the Faculty Bylaws comes approved and recommended by the Faculty Senate Executive Committee.

Rationale: The amendment deals with a gap in the Faculty Bylaws, Article VII, on personnel cases. The Faculty Bylaws do not say anything about the role of a department chair when his/her own personnel case is being considered. These proposed changes fill this gap as follows:

- the Department Chair may not chair the IPC when his/her case is being considered.
- the Department Chair may not participate in the IPC discussions when his/her own case is being considered.
- the Department Chair does not write a report to the UPC on his/her own case.

The proposed amendment matches changes to the Procedures for Personnel Cases issued by the Office of the Provost, being considered by the All-University Personnel Committee.

#### Article VII, Title B, 4b

- b. **The Chairperson.** The chairperson shall be elected by secret ballot from the committee's membership and shall preside, with vote, at committee meetings. The chairperson of a departmentalized academic subdivision may be elected to chair an IPC, except when his or her own case is being considered. ~~but~~ The Department Chair shall serve without vote. ~~The chairperson of an IPC shall not be present when his or her own case is being considered.~~ Deans and Directors of academic units shall not be members of any IPC. *(Approved by faculty in mail ballot in November 1993)*

#### Article VII, Title E, 1d and 1d v.

- d. At the conclusion of its deliberations, the IPC shall conduct a secret ballot on the case under consideration. ~~Although~~ The chair of a departmentalized academic subdivision is a full participant in discussions, except when his or her own case is being considered. that individual shall not The Department Chair has no vote in the IPC. *(Approved by faculty in mail ballot in September 2009)*
- v. ~~The~~ Except when his or her own case is being considered, the department ~~Department~~ Chairperson shall submit an independent written report and recommendation to the UPC through the Dean or Director. ~~T, and~~ this report shall be made available to the members of the Personnel Committee that considered the case, subsequent to the Committee's decision, and to the candidate. *(Approved by faculty in mail ballot in February 1989)*