

Section 8. Faculty Welfare Committee:

The purposes of this committee shall be to:

- A. Study and make policy and procedural recommendations concerning salary schedules, contracts, insurance, retirement, sabbaticals, merit pay increases, and related matters;
- ~~B. Receive applications for Faculty sabbatical leaves and certify their validity to the administration;~~
- EB. Receive and study individual problems related to Faculty welfare, and then offer its recommendations to appropriate agencies; and
- DC. In accordance with the University Grievance Policy, hear all Formal Faculty Grievances except for those dealing with Academic Freedom and Tenure or with Retrenchment Appeals.

The Committee shall have six voting members: six tenured (**or having permanent status for librarians**) members of the faculty (~~excluding librarians~~), four elected by and from their respective schools and two elected at large, serving three-year terms, two retiring annually. In addition, faculty members serving on this committee shall not apply for sabbaticals during the period of their service on the committee. Should an elected faculty member not be the Designated Senator, a non-voting Designated Senator shall also serve on the committee. The Committee shall elect its chairperson annually.

We propose to change our bylaws by striking the text that is struck through and adding the text that is highlighted. Rationale for the changes is:

- Item B that is struck through is something we have not done for a number of years. The procedure was changed and apparently we neglected to make the corresponding change in the bylaws.
- When the bylaws were written the word faculty was not understood to include librarians. When librarians were added to the faculty there were a number of committees on which it was clear it was inappropriate for them to serve (Promotions, for example as their promotion procedures are separate) and Faculty Welfare was apparently considered one of them. We are not sure why, perhaps (although we were unable to verify this) it was because they had a different grievance procedure at that time. However, at present their grievances would go to Faculty Welfare, so it makes no sense to exclude them from membership. Also, as we primarily make recommendations about policies (for example the Sexual Harassment Policy) which do impact the librarians, we do not see a need to exclude them from at-large membership on the committee. We do not see the need at this time to REQUIRE a librarian to serve, however. The number of librarians is extremely small and to require the same kind of representation on committees for the 12 librarians as for the 160 plus faculty in the Fulton School does not seem to make sense.