

## **Proposed Changes**

### Role and Objectives of the Faculty Senate

The Faculty Senate is the representative and deliberative body for conducting the business of the Salisbury University Faculty. In this role the Faculty Senate provides a clear unified Faculty voice to the administration on academic policies and programs Faculty affairs and matters relating to the general academic environment of the institution. In order to fulfill its responsibilities the Faculty Senate shall:

Expedite the business of the Faculty in public meetings allowing input by the entire Faculty at all times;

Establish ad hoc, ~~and~~ Faculty Senate Standing Committees, **and Faculty Senate Special Purpose Committees** as needed;

Inform the Faculty of changes in policies or procedures that impact academic programs or Faculty affairs; and

Facilitate communication of concerns between the Faculty and the University's various constituencies; and

Perform such other duties as the Faculty directs.

Article VI. Eligibility for Election, Limit of Election to ~~Two Standing~~ **Faculty Senate** Committees, Designated Senators on Senate Standing Committees.

### Section 3. Voting Members on Committees:

Members of the Faculty shall be elected as voting members to no more than two Standing Committees of the Senate **and no more than one Special Purpose Committee of the Senate.** ~~and if Members of the Faculty~~ elected to the Senate shall be elected as a voting member to no more than one Standing Committee of the Senate **and no more than one Special Purpose Committee of the Senate.** Other constituencies of the University shall elect and/or appoint voting members to Standing Committees as these Bylaws shall elsewhere provide.

Article VII. Senate Standing Committees.

*(Remove sections 10, 11, 12 and 13 and move to Special Purpose Committees)*

~~Section 14.~~ **Section 10.** Long Range Academic Planning Committee

~~Section 15.~~ **Section 11.** International Program Committee

~~Section 16.~~ **Section 12.** Learning With Technology Committee

~~Section 17.~~ **Section 13.** Faculty & Awards Committee

~~Section 18.~~ **Section 14.** Admissions & Readmissions Committee

~~Section 19.~~ **Section 15.** Faculty Financial Affairs Committee

~~Section 20.~~ **Section 16.** University Academic Assessment Committee (UAAC)

## Article VIII. Senate Special Purpose Committees

### ~~Section 10.~~ **Section 1.** Faculty Mediation Committee:

The purposes of this committee shall be to:

- A. Informally inquire into situations in which the administration wishes to dismiss a tenured Faculty member a tenure-track Faculty member or Librarian I-IV; and
- B. Attempt to effect an adjustment if possible or to determine whether in its view formal proceedings to consider the member's dismissal shall be instituted.

The committee shall have five voting members: five tenured members of the Faculty or Permanent Status Librarians (Librarians II-IV) **appointed through an agreement between the Faculty Senate, the Administration and the Faculty Member.** ~~elected at large serving three-year terms two retiring one year and three the next. Members of the Faculty Hearing Committee Faculty Retrenchment Committee and the Retrenchment Appeals Committee may not serve on this committee.~~ Should an **appointed** ~~elected~~ faculty member not be the Designated Senator, a non-voting Designated Senator shall also ~~serve on~~ **be appointed to** the committee. ~~The committee shall elect its chairperson annually.~~

### ~~Section 11.~~ **Section 2.** Faculty Hearing Committee:

The purpose of this committee shall be to conduct formal hearings in those cases where mediation has failed when the administration wishes to dismiss a tenured Faculty member a tenure-track Faculty member or Librarian I-IV.

- The committee shall have five voting members: five tenured members of the Faculty or Permanent Status Librarians (Librarians II-IV) ~~elected at large serving three-year terms two retiring one year and three the next.~~ **by special election.** ~~Members of the Faculty Mediation Committee Faculty Retrenchment Committee and the Retrenchment Appeals Committee may not serve on this 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.~~

### ~~Section 12.~~ **Section 3.** Faculty Retrenchment Committee:

The purposes of this committee shall be to:

- A. Determine the need for retrenchment of Faculty provided retrenchment has not already been mandated by the Regents; and
- B. Prepare an institutional retrenchment plan once the need for retrenchment has been established.

All of the committee's meetings shall be publicized and open and the committee shall follow the following guidelines and procedures:

- Determining the need for retrenchment: The President of the University aided by the Director of Institutional Research and by such other administrators and/or Faculty as he/she may deem appropriate shall continually review all programs of the University. Should this review suggest the likelihood of retrenchment of Faculty the President shall convene this committee and shall present the review to the committee for its consideration. The committee may determine the need for

retrenchment of Faculty and such determination shall be reported to the President for transmission to the Executive Director of the Regents.

- Establishing the need for retrenchment: On the date when the President of the University receives from the Executive Director written approval for retrenchment the need for Faculty retrenchment shall have been established. Alternatively should the Regents mandate retrenchment at the University the executive Director shall so notify the President of the University in writing. Upon receipt by the President of such a written directive to retrench Faculty the need for retrenchment shall have been established.
  - Preparing an institutional retrenchment plan: Once the need for Faculty retrenchment has been established and within three months of the determination of the need for retrenchment the committee shall develop the retrenchment plan in accordance with the retrenchment policy of the Regents. Additional Faculty and legal counsel for the University shall be consulted by the committee as appropriate. The specific retrenchment plan shall be recommended to the Regents by the chairperson of the committee and simultaneously circulated to the Faculty administration and the student body.
  - Submitting the institutional retrenchment plan to the Regents: This institutional retrenchment plan which shall include all options and alternative actions which have been or can be pursued as well as the fiscal and programmatic impact of such actions shall be submitted to the Regents for review and approval at least three months prior to any implementation action by the University.
  - Required materials in retrenchment plans: Recommendations to reduce or discontinue a program or department shall consider among other factors the University mission the role of the program/department within the University student credit hour production within the program/department for at least a two-year period student-Faculty ratios and the projection of student enrollment. These data shall be included as a part of the retrenchment plan submitted to the Regents. The affected program(s)/department(s) shall be clearly identified and the reasons for reduction or discontinuance of the program/department shall be included in the plan submitted to the Regents.
- The committee shall consist of ten voting members: Six ex officio members: the President of the University, the Provost or his/her designee, the chairperson of the Faculty Welfare Committee, the chairperson of the Academic Policies Committee, and the two Faculty representatives to the State Faculty Council; three department chairpersons ~~serving three year terms with one retiring annually~~ elected by their chairperson peers from departments not already represented by Faculty designated above **and the chairperson cannot be from program(s) or department(s) being recommended for retrenchment**; and a Designated Senator (voting) from a department not already represented above. The President of the University shall be the chairperson. ~~Should a committee member's program or department be recommended for retrenchment the President of the University shall so notify the Membership and Elections Committee who in turn shall remove the Faculty member from the committee and designate a replacement. Members of the Faculty Mediation Committee Faculty Hearing Committee and the Retrenchment Appeals Committee may not serve on this committee.~~

~~Section 13.~~ **Section 4.** Retrenchment Appeals Committee:

The purpose of this committee shall be in accordance with procedures and guidelines for retrenchment as published by the Regents to hear appeals from Faculty whose employment at the University is terminated under said guidelines.

The committee shall have five voting members: five members of the Faculty elected at-large ~~serving three-year terms~~ **by special election with** no two **members** from the same department **and** no fewer than three of whom are tenured. **Members cannot be from the program(s) or department(s) appealing retrenchment.** ~~with two retiring in each of two years and one the next. Members of the Faculty Mediation Committee, Faculty Hearing Committee and the Faculty Retrenchment Committee may not serve on this committee. The Membership and Elections Committee shall appoint a temporary replacement for a committee member should a member of his/her department or program be appealing retrenchment. 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.~~

~~Article VIII.~~ **Article IX.** Faculty Representatives to Other Faculty Organizations.

~~Article IX.~~ **Article X.** Approving or Amending Bylaws.