

## **FACULTY MEETING**

**April 24, 2015**

### **MOTION**

**Motion:** FEC proposes the following changes to the membership of the Faculty Advisory Board (off **in red**, on **in blue**):

#### **FACULTY ADVISORY BOARD (FAB) Appointed**

**Function:** To provide a pool of faculty peers to staff an Advisory Panel (AP, see below), which is convened in the formal investigation of a discrimination or harassment charge made against a member of the faculty; or to staff a Grievance Panel (GP, see below), which is convened when a member of the Faculty appeals disciplinary sanctions, based upon charges of professional incompetence, neglect of duties, professional misconduct, or personal misconduct or when the Associate Dean of the Faculty for Personnel, Development, and Diversity believes dismissal of a member of the Faculty is warranted, based upon charges of professional incompetence, neglect of duties, professional misconduct, or personal misconduct; **to provide faculty to hearings related to sexual and gender-based misconduct; if and when needed, to provide three members to serve on the Administrative Hearing Board and one member to serve as Faculty representative in cases of academic integrity violations.**

**Membership:** **[Eight]** **Five** members of the faculty, at least **[six]** **three** of whom must be tenured and two of whom may be untenured at the time of appointment, serving overlapping three-year terms. These members will be appointed by the FEC in consultation with the Dean of Faculty/Vice President for Academic Affairs, and trained by Human Resources in matters of discrimination, harassment, and disciplinary proceedings. **FAB\_members will have additional training on sexual and gender-based misconduct by the Dean of Student Affairs Office.**

Appointments will be based on an initial willingness-to-serve pool, the vote of the faculty, and, when necessary, the need for appointing a representative FAB. Members of the FAB may not serve concurrently on the CAFR, the CAPT or the TRB. The FAB will select its chair from its membership.

**Rationale:** The original reason to have eight members in the FAB was to avoid any possible conflict or conflict of interest. Since then, however, there are former members of FAB available to replace current members with conflict or conflict of interest (which is the way in which CAPT handles conflicts). This makes it possible to have a fair and impartial process with fewer members. FEC proposes to have FAB members serve in cases of sexual and gender based misconduct, as well as in cases of academic integrity violations. Thus, in addition to the training by Human Resources, FAB members will be trained by the Dean of Student Affairs Office to be ready for these cases. If and when needed, FAB will appoint faculty from their membership to participate in the adjudication of such cases.