

FACULTY MEETING
May 16, 2018

MOTION

RATIONALE: Faculty governance has grown due to the reconfiguration of CAPT into ATC and PC, and it is not clear which committees should be mandated, nor whether mandated committees must necessarily be classified as “governance.” These two concerns necessitate a reconsideration of the details of the service mandate, particularly the mandated committees.

MOTION: The Faculty Executive Committee moves to approve changes to the Faculty Handbook related to faculty governance as follows:

- Remove Part Two, section II, F1 (page 209-210).
- Remove the subsection heading: Part Two, section II, F2 "Faculty Governance Committees"
- Relabel Part Two, section F as "Faculty Governance Committees"
- Relabel section headings in Part Two, section F so that committees are labeled "1" to "15" rather than "a" to "o".
- Add a new subsection D to Part One, section VII (Rights, obligations, and responsibilities of all faculty; page 112). The text of this subsection is below and is an edited version of what was previously in Part Two, section II, F1.

Black: text in handbook

Purple and Red: new text in motion

Red: changes from first draft of our motion to second draft of our motion

D. Service Responsibilities

Service by faculty as department chairs and program directors, on committees, through advising, and on other college-level and departmental-level tasks is essential for the health and functioning of the College. One of the ways that Skidmore faculty is are expected to participate in service is through work on committees devoted to governance and other aspects of institutional function. ~~in the faculty governance committees whose functions are the ultimate responsibility of the faculty (i.e., tenure, promotion, curriculum, academic standards, and academic freedom). These committees of the faculty are currently listed in Part Two, Section II, F(2)(a-o).~~

~~The Service Cycle establishes a rotation structure primarily for service on these committees and on the IPPC. For all college committees, ad hoc committees, working groups, task forces, or student government committees, FEC will appoint faculty from the ad hoc pool according to their preference. The ad hoc pool is constituted by faculty who are in their service cycle but not serving on a committee and by junior faculty in their second or third year.~~

The **Service Cycle** establishes a college-wide seven-year rotation cycle for **mandated** faculty ~~governance~~ service. Tenure track faculty will rotate in and out of **mandated** service based on a ~~governance-mandated~~ service cycle that reflects their individual sabbatical cycles: three years in, four years out. Each faculty member can choose any three consecutive years of ~~his/her~~ **their** sabbatical cycle ~~to serve for their service period~~ (i.e., years 1-2-3 or 2-3-4 or 3-4-5 or 4-5-6). This gives maximum freedom to the faculty in determining the time of their **mandated** service while maintaining a key advantage of the cycle: continuity of service on our core committees. **In the unusual circumstance that a faculty member begins a three-year service period during his or her sabbatical year, that service period will be considered to fulfill the service mandate.** At times when they are not in their mandated service period, tenure-track faculty (after their first few years at Skidmore) are expected to perform college-level service in other ways: for example, as department chairs or program directors, on the committees listed below, or on other college committees. Faculty may volunteer to, but are not expected to, serve on more than one committee at a time.

One year of ~~faculty governance~~ mandated committee service will be expected from untenured tenure-track faculty in either their second or third year. For instance, untenured tenure-track faculty may serve on ad hoc committees, task forces, or working groups, or as replacements for short-term committee vacancies, or they may choose to stand for a full term on a committee. This experience will introduce them to faculty committee work and will provide an opportunity to forge relations with their new colleagues. ~~Junior~~ These faculty will then come up for their first full three-year service cycle in years 5-6-7 or 6-7-8 or 7-8-9 or 8-9-10.

Full-time non-tenure-track faculty have the right, and are welcome, to participate in ~~faculty governance~~ college-level service (on committees or through other means). ~~They will express their willingness to serve at the appropriate time as part of the process that establishes the pool of faculty who are available for service in the following year.~~

Exemptions to the cycle for tenure track faculty will be determined by the Dean of the Faculty/Vice President for Academic Affairs in consultation with FEC.

~~The cycle determines who is available for service in any particular year. Faculty at large will still determine, by way of election, who serves on any particular committee. There will be, however, only one election per year. The year prior to their service, faculty will fill out their individual "Service Preference List," ranking the various committees, from which a ballot will be determined. All eligible faculty members will then vote to establish committee membership. In general, faculty members will not serve on more than one faculty committee at any one time. Faculty who are willing to serve more are welcome to serve beyond the minimum three years.~~

To enter their mandated three-year service period a faculty member will submit a Service Preference List to the Faculty Executive Committee (FEC), typically in the fall of the year prior to the beginning of the service period. Faculty will be chosen for committees by election or appointment from the pool of faculty who enter their mandated service period (whether required or volunteering). Ballots for elections will be determined for each committee based on faculty preferences and the results from preceding elections. If a faculty member submits a preference sheet to fulfill their required service they are committing themselves to service in the following three-year period. Resignation without permission from the DOF/VPAA will be considered a failure to fulfill the service obligation.

The committees that satisfy the service mandate include standing committees for governance and other aspects of college policy-making and function. They are: ~~{COMMITTEES TO BE DETERMINED}~~

Appointments and Tenure Committee
Promotions Committee
Faculty Executive Committee
Institutional Policy and Planning Committee
Committee on Educational Policies and Planning
Committee on Academic Freedom and Rights
Curriculum Committee
Faculty Development Committee
Tenure Review Board
Committee on Academic Standing
Faculty Advisory Board
Committee on Intercultural and Global Understanding
Bias Response Group
Sexual and Gender-based Misconduct Adjudication Committee

Faculty members that ~~who~~ enter their mandated service period or volunteer for additional service and are not selected for a standing committee will be placed in an ad hoc pool. Faculty will be drawn from this pool to serve as replacements for short-term openings on the committees listed above or to serve on ad hoc committees, working groups, task forces, or student government committees. Faculty that ~~who~~ enter their mandated service period and are not selected for a standing committee will fulfill their mandated service by remaining in the ad hoc pool and serving in these other groups when needed.