

Rationale: In 2023–2024 the Faculty Advisory Board voted to clarify its Operating Code, but these changes cannot take effect until corresponding changes to the Faculty Handbook are ratified by the Faculty as a whole.

Changes are as follows:

1. We clarify that FEC should strive not to appoint more than two members of the same department to the Faculty Advisory Board. FAB has five members, and the various panels on which we serve draw two to three members from FAB. If three members from the same department serve concurrently on FAB, it would become impossible to staff a FAB Grievance Panel or Sex and Gender-Based Misconduct Panel involving a member of that department.

This change is in Part Two, section F, subsection 2, subsubsection m., p. 215

We propose to change the following sentence:

Membership: Five members of the Faculty, at least three of whom must be tenured and two of whom may be untenured at the time of appointment, serving overlapping three-year terms.

to:

Membership: Five members of the Faculty, at least three of whom must be tenured and two of whom may be untenured at the time of appointment, serving overlapping three-year terms. **FAB should not contain more than two members employed by the same department or program.**

2. We clarify that in the appointment of the Advisory Panel, the ADEWD should work with the Chair of Faculty Advisory Board to select FAB members to the panel. This allows the Chair to more fairly distribute labor in the event that multiple panels need to be staffed during the academic year.

This change is in Part Two, section F, subsection 2, subsubsection n., p. 215

We propose to change the following sentence:

Membership: Two members of the Faculty Advisory Board (FAB, see above) selected by the ADEWD, and subject to the following restrictions.

to:

Membership: Two members of the Faculty Advisory Board (FAB, see above) selected by the ADEWD **in coordination with the chair of FAB**, and subject to the following restrictions.

3. We have also been made aware that the title of the ADEWD as currently named in the Faculty Handbook is out of date. So we propose this third change to apply throughout the Faculty Handbook.

Every occurrence of:

Assistant Director for Employment, Compliance, and Workforce Diversity

should be replaced with:

**Associate Director for Employment and Workforce Diversity**