REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Faculty Personnel Committee

Charge to Committee (Brief History of Issue — why the issue is being considered): The committee was asked by the Provost’s office to clarify FASH language regarding DPC membership as it pertains to faculty on sabbatical leave, etc., as current language gives no guidance on the issue.

Points Discussed by Committee:
- That current FASH language leaves open the possibility of DPCs with only two or even one participating members, and the undesirability of this;
- While smaller departments might be most affected by this issue, even larger departments might face it on, e.g., their DPC’s Professor Promotion Subcommittee;
- Whether faculty on sabbatical leave, teaching abroad, or on temporary administrative assignment outside the department have a duty to serve on their DPC;
- Whether faculty on sabbatical leave, etc., have a right to serve on their DPC;
- The distinction between leaves of absence and sabbatical leave (FASH 5.14, 5.17);
- The distinction between being in an out of pay status;
- That faculty on sabbatical, etc., might retain their membership but be non-participating members;
- Whether there should be a presumption in favor of or against DPC membership for faculty on sabbatical, etc.;
- That a presumption in favor of DPC membership during the sabbatical, etc., is more consistent with the responsibility each eligible faculty member has to serve on the DPC than is a presumption against DPC membership during the sabbatical, etc;
- The desirability of the faculty member’s informing the department of his or her decision at the time the sabbatical or appointment is accepted, and whether this should be required as policy in the FASH or encouraged as a good or best practice or neither;
- The desirability but difficulty of finding an umbrella term to cover the relevant cases as opposed to listing them;
- Whether non-sabbatical leaves of absence for scholarly research (e.g., Fulbrights) should be treated as sabbatical leaves.

Pros of Recommendation:
- Clarifies FASH language, thereby making FASH more user-friendly;
- Accords with wide-spread practice and common-sense;

Cons of Recommendation:
- Allowing faculty to opt out of DPC responsibilities, even temporarily, might have adverse consequences;
MOTION FOR THE UNIVERSITY SENATE

The University Senate Faculty Personnel Committee, by a vote of 8–0–0 (for, against, abstain), on 20 February 2009 moves that the University Senate approve the following changes to the *Faculty and Academic Staff Handbook*, Chapter 5, page 9:

**DEPARTMENT PERSONNEL COMMITTEES**

**Membership**

All tenured faculty with an assignment of 50 percent or more in the department, excluding the Department Chair and tenured faculty members on paid or unpaid leave of absence of greater than 50 percent, shall be members of the Department Personnel Committee. A faculty member may hold membership on the Department Personnel Committee in only one department. If a faculty member holds a 50 percent assignment in each of two departments, the department in which he or she will be a member of the Department Personnel Committee shall be determined at the time the tenure appointment is made. A tenured faculty member shall not lose the right to membership on the Department Personnel Committee during a period of temporary part-time assignment (i.e., two years or less) to university duties outside the department. Tenured faculty members who are (a) on sabbatical leave or (b) temporarily assigned (i.e., for a period of two years or less) to university duties outside the department or (c) teaching abroad remain members of the Department Personnel Committee and are expected to participate fully in the Department Personnel Committee unless they express elect to temporarily suspend their membership during their sabbatical leave, outside appointment or teaching assignment and inform their department chair of their decision. Temporary suspension of membership can affect the ability of the Department Personnel Committee and its subcommittees to formally organize and make recommendations (see below, “Organization” and “Functional Equivalent”).