Reps as Personnel Committee Chairs

REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Senate Executive

Brief History of Issue - why the issue is being considered:
- The current Academic Staff Representative and Faculty Representative to UW System requested consideration of each representative serving as the chair of the respective University Senate personnel committee.
- Currently the Academic Staff Representative, with release time, serves on the Exec Committee and on the Academic Staff Personnel Committee. Usually, the rep also serves as Chair of the ASPC, but is not required to do so. This relationship works well as many of the issues at the UW System Reps meeting deals with personnel issues.
- The Faculty Representative, with the same amount of release time, serves on the Exec Committee, but not on the Faculty Personnel Committee.

Points Discussed by Committee:
- Historically, the faculty rep was not a member of the FPC because the rep and the Senate chair were usually the same and the Senate chair was then on the budget committee as well as the chair of the Exec committee. It was seen as too large of role for one person if FPC was added as well. Recently, with the election of two different people – one to serve as Senate Chair and one to serve as Faculty Rep, and with the removal of the Senate Chair from the membership of the Budget Committee, it seems logical that the Faculty Rep would serve on FPC.
- Reps from other faculty senates are usually the chair of their Personnel Committees
- Most of the items discussed at the faculty reps meetings are what is talked about at the personnel committee meetings
- Term limits:
  - Language for the Academic Staff has a time limit where the Faculty Rep language does not
  - Term limits force people out as you just begin to learn your “job”
  - There is a steep learning curve with this position
  - Term limits encourages others to get involved

Pros of Recommendation:
- Provides the logical conduit of personnel information between system meetings and the personnel committees
- Ensures that a person with release time (or reassignment) takes on the burden of personnel committee chair
- Person running for the position of rep will know upfront that being the chair of the personnel committee is an expectation (and not assumed as in the case for the AS rep)

Cons of Recommendation:
- May cause some reluctance on the part of nominees to set forward for the positions

Technology/Human Resource Impact:
- No technology impact. Moves the load of serving as committee chair to one who has an assignment as rep.

Committee Recommendation:
- That the Faculty Rep and AS Rep serve as the FPC chair and ASPC chair respectively.
MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee: Senate Executive

by a vote of __11__ for to __1__ against on ___April 20, 2010_____________ (Date)

Recommends that:

The Twenty-second Edition, August 2006, of the FASH, Chapter 3, pages 24-25, related to the Faculty Representative to UW System and the Academic Staff Representative to the UW System be changed as shown.

19. The Faculty Representative to the University of Wisconsin System shall be elected by the faculty members and from the tenured faculty members of the University Senate at the first fall-semester meeting of the University Senate of even-numbered years. The term of office shall be for two years beginning with the end of the academic year in odd-numbered years.

The Faculty Representative serves as an ex officio (and voting) member of the University Senate and the University Senate Executive Committee, and serves as chair of the Faculty Personnel Committee. Immediately upon election, the Faculty Representative-Elect shall be an ex officio (and voting) member of the Faculty Personnel Committee.

The Faculty Representative shall represent the faculty at UW System meetings of the Faculty Representatives and at other appropriate meetings where concerns of the faculty are discussed; participate, as requested, in governance committees; and shall be responsible for reporting actions and information relevant to faculty to the University Senate, to faculty-related committees, and, when appropriate, to the faculty; shall communicate with UW-Eau Claire and UW System administration on faculty issues; shall represent faculty at official functions of UW-Eau Claire or UW System; may serve on task forces/committees of the UW System; shall assist the Chancellor in setting the agenda for the spring all-faculty meeting; and shall generally advocate for faculty.

[The faculty may, either directly or by action of the faculty of the University Senate, alter this bylaw.] (US 3/04)

20. The Academic Staff Representative to the University of Wisconsin System shall be elected by and from the academic staff members of the University Senate at the first fall-semester meeting of the University Senate of even numbered years. The term of office shall be for two years beginning the next July 1. An individual may serve as Academic Staff Representative for no more than two terms.

The Academic Staff Representative serves as an ex officio (and voting) member of the University Senate and the University Senate Executive Committee, and serves as chair of the Academic Staff Personnel Committee. Immediately upon election, the Academic Staff Representative-Elect shall be an ex officio (and voting) member of the Academic Staff Personnel Committee.

The Academic Staff Representative shall represent the academic staff at UW System meetings of the Academic Staff Representatives and at other appropriate meetings where concerns of the academic staff are discussed; shall be responsible for reporting actions and information relevant to academic staff to the University Senate and to the Academic Staff Personnel Committee, and to the academic staff at large; shall communicate with UW-Eau Claire and UW System administration on academic staff issues; shall represent UW-Eau Claire academic staff at official functions of UW-Eau Claire or UW System; may serve on task forces/committees of the UW System; shall assist the Chancellor in setting the agenda for the spring all-academic staff meeting; and shall generally advocate for academic staff.

[The academic staff may, either directly or by action of the academic staff of the University Senate, alter this bylaw.] (US 4/04)

Implementation Date:
Signed: _______________________________________

Chair of the Committee