

## REPORT FOR THE UNIVERSITY SENATE

**University Senate Committee:** Faculty Personnel Committee

**Brief History of Issue - why the issue is being considered:**

The Faculty Personnel Committee found inconsistent language regarding functional equivalents in handbook policy.

**Points Discussed by Committee:**

Will these changes have any unintended consequences?

Ensures that all functional equivalents fit into the process in the same manner

Addresses situations in which a department chair/program head could be the only voting member of a promotion or tenure committee.

**Pros of Recommendation:**

Creates consistency of language and purpose for the use of functional equivalents in faculty personnel decisions.

**Cons of Recommendation:**

None noted.

**Technology/Human Resource Impact:**

-Changes to the FASRP.

**Committee Recommendation:**

Amend the FASRP in Part III. Section B.1.d and Amend the FASRP in Part III. Section B.2.e.1.c

## MOTION FOR THE UNIVERSITY SENATE

The Faculty Personnel Committee:

by a vote of 7 for to 0 against on 10/15/19

Amend the FASRP in Part III. Section B.1.d

a. DPC – Functional Equivalent

If the Department Personnel Committee cannot be formed because of insufficient numbers of eligible members, then, unless the Department Evaluation Plan specifies other procedures for designating the functional equivalent of a Department Personnel Committee in such situations, the department chair **in conjunction with the faculty eligible for membership on the committee shall operate as the functional equivalent of the Department Personnel Committee.** ~~or unit director shall operate as the functional equivalent of the Department Personnel Committee and must formally consult with those faculty eligible for membership on the committee.~~ (US 11/07) Serving as **on** the functional equivalent does not itself impact the chair's membership on other DPCs. (US 10/11)

~~Consultation with the eligible members must be reported to the next administrative level. The chair or director shall provide written notification to those eligible members of the recommendation being forwarded, and those members must be provided an opportunity to attach written comments to be included with the recommendations forwarded through the administrative channels.~~

Amend the FASRP in Part III. Section B.2.e.1.c

a) Functional Equivalent

If any of the promotion subcommittees cannot be formed because of insufficient numbers of eligible members, then, unless the Department Evaluation Plan specifies other procedures for designating the functional equivalent of a Promotion Subcommittee in such situations, the department chair or unit director **in conjunction with the faculty eligible for membership on the subcommittee shall operate as the functional equivalent of the Promotion Subcommittee.** ~~shall operate as the functional equivalent of the promotion subcommittee and must formally consult with those faculty eligible for membership on the subcommittee. Consultation with the eligible members must be reported to the next administrative level. The chair or director shall provide written notification to those eligible members of the recommendation being forwarded, and those members must be provided an opportunity to attach written comments to be included with the recommendations forwarded through the administrative channels.~~ (US 11/07)

Implementation Date: July 1, 2020

Signed: \_\_\_\_\_ Geoffrey D. Peterson  
Chair of the Committee

Send to: University Senate Office