

**Faculty Meeting**  
**November 7, 2014**

**MOTION**

The Faculty Executive Committee proposes that the attached “F. FACULTY GOVERNANCE STRUCTURE” [**Attachment I**] replace the existing Part Two, Section II, F in the Faculty Handbook and that subsections F, 16 and F, 17 be relabeled as G and H, respectively.

If approved, “1. The Service Cycle” will go into effect beginning September 2016.

Also, if approved, “The Service Cycle” shall be re evaluated in seven years, i.e. in 2023-24.

**Rationale:** The proposed changes clarify policies in the Faculty Handbook regarding the Faculty governance service expectations and obligations of faculty for purposes of retention and promotion. The goal of the cycle is to ensure broad participation and service sharing in faculty governance—including fair workload sharing across generations—while leaving maximum freedom for faculty to choose from governance service options based on stipulated minimum expectations for said service. In addition, the proposed system assures continuity of committee membership (at present, membership is often interrupted by sabbatical leaves).

## Attachment I

### F. FACULTY GOVERNANCE STRUCTURE

#### 1. THE SERVICE CYCLE

Skidmore faculty is expected to participate 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 1-16. 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, the Faculty Executive Committee 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 cycle establishes a college-wide seven-year rotation cycle for faculty governance service. Faculty will rotate in and out of service based on a governance 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 sabbatical cycle to serve (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 service while maintaining a key advantage of the cycle: continuity of service on our core committees.

One year of faculty governance 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. This experience will introduce them to faculty committee work and will provide an opportunity to forge relations with their new colleagues. Junior f

## 2. FACULTY GOVERNANCE COMMITTEES

### a. FACULTY EXECUTIVE COMMITTEE (FEC) — Elected



Membership: Five members of the Faculty, none of whom is on CAPT, the Tenure Review Board,

Membership: Three tenured faculty members, each elected to serve a three-year term, at least one of whom has previously served on CAPT. All members of the Board must have been tenured for at least two years. No two members may be from the same department. Faculty currently serving on CAPT, CAFR or FAB are not eligible. No member of the Tenure Review Board may sit for the review of a candidate in his/her department. FEC will provide replacements for such reviews as needed.

#### h. TENURE APPEAL COMMITTEE

Function: To review a negative tenure recommendation at the request of the Tenure Review Board.

Membership: The six members of CAPT plus the three members of the Tenure Review Board. No member of the Tenure Appeal Committee may sit for the review of a candidate in his/her department. FEC will provide replacements for such reviews as needed.

#### i. PERICLEAN HONORS FORUM COUNCIL- Elected

appointed in consultation with the Director of the MALS Program and the College Librarian, to serve a three-year term; the Dean of Special Programs; the Dean of the Faculty/Vice President for Academic Affairs or his/her designee; and the Director and Academic Advisor of the MALS Program.

k. ATHLETIC COUNCIL — Elected

Function: To provide oversight and support for the athletic, fitness, physical activity, and recreation programs on campus; to advise the Dean of Students and Vice President for Student Affairs in articulating and espousing the vision for athletics, fitness and recreation at Skidmore and to recommend policies regarding these programs; to work in conjunction with the President, the Dean of Students and Vice President for Student Affairs, the Dean of the Faculty/Vice





o. GRIEVANCE PANEL (GP) - Appointed

Function: To provide a panel of peers to hear appeals brought by members of the Faculty regarding disciplinary sanctions involving professional incompetence, neglect of duties, professional misconduct, or personal misconduct; to consider cases involving dismissal of members of the Faculty, based on charges involving professional incompetence, neglect of duties, professional misconduct, or personal misconduct; and to uphold the strictest standards of confidentiality both during and after an investigation. (See, further, Part One, Article X, Sections D, E, F, and G.)

Membership: The three members of the GP will be selected from FAB (see above) as follows: all three must be tenured; the Associate Dean of