

**MOTION: AT-LARGE ALTERNATE TO FACULTY APPEALS AND  
FACULTY GRIEVANCE COMMITTEES  
REFERRED BY: GOVERNANCE COMMITTEE**

**MOTION**

The Faculty Senate recommends the following revisions to Sections 1.8.4 and 1.9.5 of the *Teaching and Research Faculty Handbook*:

*Original Text:*

1.8.4, second paragraph

One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than that in which the committee member elected serves.

1.9.5, fourth paragraph

Elected members and alternates will serve three-year terms. The terms should be staggered so that each year one-third of the members are elected. Members may serve more than one term. One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than that in which the committee member elected serves.

*Proposed Text (deletions in strikethrough, additions in red)*

1.8.4, second paragraph

One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than that in which the committee member elected serves. **One alternate member shall be elected for the at-large faculty representative. This shall be the faculty who received the second highest number of votes in the at-large election and who is a member of a department other than that in which the elected at-large member serves.**

1.9.5, fourth paragraph

Elected members and alternates will serve three-year terms. The terms should be staggered so that each year one-third of the members are elected. Members may serve more than one term. One alternate member shall be elected to the committee from each college. Colleges should establish procedures to ensure that the alternate is not from the same department as the elected member who may temporarily be replaced. Alternates should be those faculty who received the second highest number of votes and are members of a Department other than

that in which the committee member elected serves. One alternate member shall be elected for the at-large faculty representative. This shall be the faculty who received the second highest number of votes in the at-large election and who is a member of a department other than that in which the elected at-large member serves.

## **RATIONALE**

Both the Faculty Appeals Committee and Faculty Grievance Committee include one faculty member who is elected at-large by the university faculty (the other members of each committee are elected through individual colleges). The committee members elected by colleges have alternates who may serve in their stead, should an appeal or grievance pertain to a committee member's department or otherwise pose a conflict of interest.

There is no provision for an alternate for the at-large members of the committees, but it is possible that an appeal or grievance could involve a member of their department or otherwise pose a conflict of interest. Without an alternate, the at-large representative in such a case would have to recuse himself or herself with no replacement on the committee. The motion is intended to resolve this discrepancy by establishing an alternate for the at-large members in the same manner as alternates are selected for college representatives.