

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 0314F
Date of Senate Approval 11/13/14

Statement of Faculty Senate Action:

FWDC 3: Revision of Term Durations for Committee of Tenured Faculty (CTF), Faculty Committee on Hearings (FCH), and Faculty Grievance Committee (FGC) (Faculty Handbook sections [10.2.3](#), [10.2.4](#), [10.2.5](#))

Effective date: Transition begins Fall 2015; full implementation Fall 2017.

Summary: This proposal extends the terms of service for the listed committees from two- to three-year staggered terms, and, as a result, the number of new members elected yearly from three to two. Each committee is made up of 6 faculty members, with 3 faculty members currently elected each year (CTF and FCH by different subject areas; FGC by different ranks). The following transition periods with different term durations for newly elected members are proposed in order to avoid 1) years with no newly-elected faculty members, and 2) members only serving one-year terms:

		F15	F16	F17	F18	F19
<i>Nat Sci / Full Professor</i>	<i>Mem 1</i>	<i>Cont mem</i>	N3			N3	
	<i>Mem 2</i>	New 3-yr term (N3)			N3		
<i>Hum / Assoc Professor</i>	<i>Mem 1</i>	<i>Cont mem</i>	N3			N3	
	<i>Mem 2</i>	New 2-yr term (N2)		N3			N3
<i>Soc Sci / Assist Professor</i>	<i>Mem 1</i>	<i>Cont mem</i>	N2		N3		
	<i>Mem 2</i>	New 2-yr term (N2)		N3			N3

Year 1 (for members elected to start F15): Three new faculty members are elected, one to a three-year term, and the others to two-year terms as indicated in the above chart.

Year 2 (for members elected to start F16): Three new faculty members are elected, two to three-year terms, and one to a two-year term, as indicated in the above chart.

Year 3 (for members elected to start F17) and henceforth: Two new faculty members are elected to three-year terms to fill vacancies as indicated.

For CTF and FCH, the order of program areas for transition to three-year terms was determined randomly. For the FGC, FWDC determined that it was reasonable to transition in order of faculty rank because of institutional experience.

Rationale: Members of the Committee of Tenured Faculty expressed concerns to FWDC that the traditional two-year terms were not long enough to create a sense of “institutional memory” and did not take full advantage of the experience gained after serving the first year, and that

such knowledge is essential to successful completion of the committees' duties. FWDC concurs, and believes that the same logic applies to other important elected committees, namely, the Hearings Committee and the Grievance Committee.

The transition period is proposed in order to avoid years in which no new faculty members are elected, which could be problematic for issues under review in contiguous years, as well as avoid faculty members only serving one year.

I. Revise [10.2.3](#) as follows:

10.2.3 Committee of the Tenured Faculty (CTF) (revised by [SD4191S](#))

Purpose

The CTF's mission is to consult with the Provost and VCAA, on call, in cases requiring decision on reappointment, promotion, and the conferral of permanent tenure.

Membership

CTF elects its own Chair. CTF shall be composed of two tenured full or associate professors from each of the areas of Humanities, Natural Sciences, and Social Sciences; no more than one member may come from any subject-matter department. Members of the Faculty Committee on Hearings, Faculty Grievance Committee, and Post-Tenure Review Committee may not stand for election to the CTF. Election to the committee shall be for a term of ~~two~~ three years, following the transition plan for 2015-2017 described in [Senate Document \(xxx\)](#). Members who have served a full term may not succeed themselves. New members formally replace outgoing members on the date of the first faculty meeting of the school year.

Election to this committee is specified by Section VII-A of UNCA Tenure Policies and Regulations (see [Section 14.2](#)).

Recommendations to: the Provost and VCAA

II. Revise [10.2.4](#) as follows:

10.2.4 Faculty Committee on Hearings (FCH) (revised by [SD4191S](#))

Purpose

The committee's mission is to conduct hearings as specified in Chapter Six of The Code. (see [Section 13.1.1](#))

Membership

Two tenured faculty members from each of the areas of Humanities, Natural Sciences, and Social Sciences; only one member may come from any subject-matter department. Members of the Committee of the Tenured Faculty, Faculty Grievance Committee, and Post-Tenure Review Committee may not stand for election to this committee. Election to the committee shall be for a term of ~~two~~ three years, following the transition plan for 2015-17 described in [Senate Document \(xxx\)](#). Members who have served

a full term may not succeed themselves. New members formally replace outgoing members as of the date of the first faculty meeting of the school year.

This committee is to be elected as specified by Section VII-B of UNCA Tenure Policies and Regulations (see [Section 14.2](#)).

III. Revise [10.2.5](#) as follows:

10.2.5 Faculty Grievance Committee (FGC)

Membership

Two faculty members at the professor rank, two members at the associate professor rank, and two members at the assistant professor rank at the time of election to the committee. Only one member may come from any subject-matter department. No officer of administration shall serve on the committee. For purposes of this section, officers of administration shall be deemed to include department chairs and program directors. Members of the Committee of the Tenured Faculty, Faculty Committee on Hearings, and Post-Tenure Review Committee may not stand for election to this committee. [Election to the committee shall be for a term of three years, following the transition plan for 2015-17 described in Senate Document \(xxx\).](#) Members who have served a full term may not succeed themselves.

This committee is to be elected as specified by Section VII-C of UNCA Tenure Policies and Regulations (see [Section 14.2](#)).

IV. Revise Section VII of [14.2](#) as follows:

Section VII. COMMITTEES OF THE FACULTY

A. Committee of the Tenured Faculty.

Not later than April 15 of each year, the faculty shall elect members to a committee of the Tenured Faculty. The committee's mission is to consult with the Provost and VCAA, on call, in cases requiring decision on reappointment, promotion, and the conferral of permanent tenure. The committee shall elect its own chairman. This committee shall be composed of two tenured full or associate professors from each of the areas of Humanities, Sciences, and Social Sciences; no more than one member may come from any subject-matter department. Members of the Faculty Committee on Hearings may not serve on the Committee of the Tenured Faculty or the Grievance Committee. Election to the committee shall be for a term of ~~two-three~~ years, ~~except that in the first election one faculty member from each of the three academic areas shall be designated to serve only one year~~[following the transition plan for 2015-17 described in Senate Document \(xxx\).](#) Members may not succeed themselves. New members formally replace outgoing members on the date of the first faculty meeting of the school year.

B. Faculty Committee on Hearings.

Not later than April 15 of each year, the faculty shall elect members to a Faculty Committee on Hearings to conduct hearings as prescribed in this document and in Chapter Six of The Code of the University of North Carolina. This committee shall be composed of two tenured faculty members from each of the areas of Humanities, Sciences, and Social Sciences; only one member may come from any subject-matter department. Members of the Committee of the Tenured Faculty or the Grievance Committee may not serve on this committee. Election to the

committee shall be for a term of ~~two-three~~ years, ~~except that in the first election one faculty member from each of the three academic areas shall be designated to serve only one year. Members may not succeed themselves following the transition plan for 2015-17 described in Senate Document (xxx).~~ New members formally replace outgoing members as of the date of the first faculty meeting of the school year.

C. Faculty Grievance Committee. (amended by [SD0710F](#), [SD4089S](#))

1. Not later than April 15 of each year, the faculty shall elect members to a Faculty Grievance Committee. This committee shall contain at least one faculty member at each professor rank. Only one member may come from any subject-matter department. No officer of administration shall serve on the committee. For purposes of this section, officers of administration shall be deemed to include department chairs and program directors. Members of the Committee of the Tenured Faculty and members of the Faculty Committee on Hearings may not serve on this committee. Election to the committee shall be for a term of three years, following the transition plan for 2015-17 described in Senate Document (xxx).
2. The committee shall be authorized to hear, mediate, and advise with respect to the adjustment of grievances of members of the faculty. The committee's power shall be solely to hear representations by the persons directly involved in a grievance, to mediate voluntary adjustment by the parties, and to advise adjustment by the administration when appropriate. Advice for adjustment in favor of an aggrieved faculty member may be sent to the Chancellor only after the department chair or other administrative official most directly empowered to adjust the matter has been given similar advice and has not acted upon it within a reasonable time.
3. "Grievances" within the province of the committee's power shall include matters directly related to a faculty member's employment status and institutional relationships within this institution. However, no grievance that grows out of or involves matters related to a formal proceeding for the suspension, discharge, or termination of a faculty member, or that is within the jurisdiction of another standing faculty committee, may be considered by the committee.
4. Parties to a grievance may participate in mediation in accordance with institutional policies as noted in Section 3.6.3 of the *UNC Asheville Faculty Handbook*. If the parties have not participated in mediation prior to the filing of the petition, the Chair of the Grievance Committee will ask the parties if they wish to voluntarily participate in mediation, but there is no obligation to do so; a decision not to participate in mediation will not be held against either party in any further proceedings.
5. The Grievance Committee shall organize itself within one week of the Fall Faculty meeting. The Chair of the Faculty Welfare and Development Committee shall call the initial meeting and preside over the election of a Chair and Secretary. After this meeting, the Secretary of the Senate will report the results of the election to the faculty.

D. Committee on Institutional Development.

The Faculty Senate Committee on Institutional Development shall be composed of five members: the Second Vice Chairman of the Senate, who shall chair the Committee, and four members appointed by the Senate Executive Committee. (See University of North Carolina at Asheville Senate Constitution, Section 5, for the composition of this committee.) The committee shall have concern for policy, planning, and initiatives in those areas of institutional development where faculty involvement is proper.