To: Faculty
From: Task Force on Shared Governance
Subject: Final Report and Motions
Date: December 2015

The Final Report of the Task Force on Shared Governance will be emailed to all faculty and posted on the Provost’s website. Hard copies will be available at the meeting at which votes on the Report are taken. This memo presents the motions that require faculty approval in order to adopt the recommendations of the Task Force.

Obviously, the procedural requirements of adopting these changes are complex. To ease that complexity and to make the procedure as open and as clear as possible for all faculty, we are presenting these motions at the December faculty meeting but asking that they lay over until the February faculty meeting. Our hope is that faculty members who have perfecting or correcting amendments will send them to us; that will allow us to consider them and, if we feel they are in line with our recommendations, to include them into a “clean” set of motions to be presented in January (still to lay over to February). The motions refer to the acceptance of the Final Report of the Task Force and accepting amendments to the Faculty Handbook that reflect the recommendations in that Final Report. We have also posted on the Provost’s website a long document that shows the changes that will be necessary in the Faculty Handbook to implement these recommendations. We are asking for faculty concurrence in this way to be clear that everyone understands the issues raised by the changes. The Faculty Handbook changes include literally dozens of conforming changes to be certain that the Handbook is consistent throughout; we felt it would not clarify our debate to present each of these for a vote.

We have attempted to take into account as many of the comments raised during our seven open meetings on our recommendations as possible; however, in some cases faculty members offered suggestions that contradicted each other, and we had to make a choice. Those choices do not preclude offering changes on the faculty floor. To consider those changes in a manner as open and as understandable as possible, we also hope that colleagues who have substantive amendments, ones that either disagree with something in our draft and want to eliminate it, or that want to change something in our draft, or that seek to add something not in our draft, will send those to Sandy Maisel, as chair of the Task Force, and to Joe Reisert, the Faculty Parliamentarian, before the January faculty meeting. If possible amendments are presented to us, we can, first, notify all faculty members that they are to be offered in February, so that people have time to think about them, and, second, attempt to structure the order of consideration in the way that makes most sense in terms of ease of procedure and clarity to those less familiar with structured debate. Of course, we would not preclude amendments from the floor—as is always possible at our faculty meetings—but we would attempt to make the consideration of these proposals as easy to follow as we can.
The following motions will be offered from the Task Force at the December Faculty Meeting:

1. The section of the Final Report of the Task Force on Shared Governance under “The Faculty Meeting,” commencing on page 3, and the recommendations therein are accepted; the section of the Faculty Handbook on the Faculty Meeting, pp. 2015-71 is amended accordingly.

2. The section of the Final Report of the Task Force on Shared Governance under “The Committee on Promotion and Tenure,” commencing on page 9 and the recommendations therein are accepted; the sections of the Faculty Handbook on the Procedures for Reappointments, Sixth-Semester Review, Promotion and Tenure, sub-section E. Tenure and Promotion to Associate Professor, and on Administrative Organization of the College, sub-section F, Committees of the College and of the Faculty: Function and Membership, Committees of the Faculty, the Committee on Promotion and Tenure, commencing on p. 2015-21 are amended accordingly.

3. Sense of Faculty Motion on Reconsideration Procedures: The current reconsideration procedure should be revised. It is the sense of the Faculty that the ACFPP, charged with setting these procedures, give consideration to the following revised procedure: If the Reconsideration Committee issues an opinion that a case merits reconsideration based on the stated criteria of procedural irregularities or evidence that the case was considered in a discriminatory manner, a new committee—comprised of three individuals who have previously served on the Committee on Promotion and Tenure but who did not serve when the case was originally heard, chaired by the Provost, who serves without vote, shall rehear the case and make a recommendation to the President.

4. The section of the Final Report of the Task Force on Shared Governance under “Appointment Guidelines and Excusal Procedures” and under “The Committee System,” commencing on page 4 and the recommendations therein are accepted; the section of the Faculty Handbook commencing on page 2015-58 are amended accordingly.

5. The Appendix to the Final Report of the Task Force on Shared Governance, listing revisions to the Committees of the College, is approved; the section of the Faculty Handbook listing the committees the Committees of the College, commencing on page 2015-61 is amended accordingly.

6. As the By-Laws give the Chair of the Board of Trustees the power to appoint members to Board committees other than Board members, it is the sense of the faculty that In the spirit of shared governance two faculty members should be appointed to each Trustee Committee (with the exception of the Executive and Nominations Committees) recognizing that appointments will be made by the Chair of the Board of Trustees, consulting with the President and, hopefully, with the advice of the Steering Committee. When parallel faculty committees exist, the faculty believes that appointments should be drawn from those committees.
7. As the Colby Museum of Art has become such a central part of our academic mission, it is the sense of the faculty that two elected faculty members should serve on the Museum’s Board of Governors, in addition to the Director of the Center for the Arts and Humanities and the current, appointed member of the Art Department. We further believe that faculty members should be asked to serve on committees of the Board of Governors.

8. In the current Faculty Handbook, under “XII. Termination, Dismissal, Suspension” (page 2015-40) and wherever else necessary, references to elected committees, such as the Grievance Committee, should be changed to reflect that members are drawn from the eligible pool by lot.