

Proposed changes:

1. CUPP is proposing the elimination of Section IV.G.2 of the Faculty Handbook (page IV-45). This section is taken verbatim from the AAUP's Recommended Institutional Regulations on Academic Freedom and Tenure (Regulation 4.e). Because this violates the Americans With Disabilities Act, the AAUP recently withdrew Regulation 4e.

The AAUP has posted the report on accommodating faculty with disabilities. See: <http://www.aaup.org/AAUP/comm/rep/A/disabilities.htm>

Language to be struck:

2. Termination for Medical Reasons

~~Termination of an appointment with tenure, or of a probationary or special appointment before the end of the period of appointment, because of physical or mental disability, will be based upon clear and convincing medical evidence that the faculty member, even with reasonable accommodation, is no longer able to perform the essential duties of the position. The decision to terminate will be reached only after there has been appropriate consultation and after the faculty member concerned, or someone representing the faculty member, has been informed of the basis of the proposed action and has been afforded an opportunity to present the faculty member's position and to respond to the evidence. If the faculty member so requests, the evidence will be reviewed by the Promotion and Tenure Committee before a final decision is made by the Board of Trustees on the recommendation of the President.~~

2. CUPP is proposing an amendment to Article VII of the Faculty Constitution (page II-15). The article lists Alice Sturgis as the author of the adopted parliamentary authority (*The Standard Code of Parliamentary Procedure*). The American Institute of Parliamentarians, which had been keeping the Standard Code updated, now lists itself as the author of the book, and so the reference to Alice Sturgis should be struck.

Old language:

Parliamentary Authority

The adopted parliamentary authority shall be the latest edition of Alice Sturgis, *The Standard Code of Parliamentary Procedure*.

New language:

Parliamentary Authority

The adopted parliamentary authority shall be the latest edition of *The Standard Code of Parliamentary Procedure*.

3. CUPP is proposing two amendments to Article III, Section 4 of the Faculty Constitution (page II-6). CUPP is recommending changing the name of "Faculty Visitors to the Board of Trustees" to "Faculty Representatives to the Board of Trustees", in order to better represent the expected level of engagement with the Board of Trustees. If this proposed change is approved, there are a number of places in Chapters I, II and II where the appropriate language would need to be changed (all old and new language is listed below – only Chapter II changes require a vote of the faculty). Finally, although

Faculty Visitors to the Board of Trustees attend and participate in CUPP meetings this is not currently reflected in Article III Section 4. A sentence outlining this responsibility is included in the proposed changes.

Old language: (page II-6)

Section 4. Faculty Visitors to the Board of Trustees

a. Two Faculty Visitors to the Board of Trustees shall be elected by the general faculty to serve two-year terms. One Visitor shall be elected each year, and at least one Visitor shall be tenured. CUPP shall elect a third Visitor to the Board from among its members to serve for a one-year term. It is recommended that the Visitors have several years of experience as members of the University faculty.

b. The Faculty Visitors to the Board of Trustees and the Chair of CUPP shall attend and observe regular meetings of the Board and the standing committees and shall report to the faculty on these meetings.

New language:

Section 4. Faculty Representatives to the Board of Trustees

a. Two Faculty Representatives to the Board of Trustees shall be elected by the general faculty to serve two-year terms. One Representative shall be elected each year, and at least one Representative shall be tenured. CUPP shall elect a third Representative to the Board from among its members to serve for a one-year term. It is recommended that the Representatives have several years of experience as members of the University faculty.

b. The Faculty Representatives to the Board of Trustees and the Chair of CUPP shall attend and observe regular meetings of the Board and the standing committees and shall report to the faculty on these meetings. The Faculty Representatives elected by the general faculty shall serve on the Board of Trustees Honorary Degree Committee.

c. The Faculty Representatives to the Board of Trustees shall be at-large members of CUPP.

Chapter I.A.1 Description of the Board of Trustees (page I-3)

Old language:

“Two elected representatives of the faculty, the Chair of the Council on University Programs and Policy (CUPP), a staff representative...”

New language:

“Three representatives of the faculty, the Chair of the Council on University Programs and Policy (CUPP), a staff representative...”.

Chapter I.D.3.b University Speakers Committee (page I-18)

Old language:

“b. Membership: Director of Government and Community Relations (Convener), the Visitor to the Board of Trustees/Member of the Trustees Honorary Degree Committee...”

New language:

“b. Membership: Director of Government and Community Relations (Convener), the **Faculty Representative** to the Board of Trustees/Member of the Trustees Honorary Degree Committee...”

Chapter II, Table of contents (page II-1)

Old language:

4. Section 4. Faculty Visitors to the Board of Trustees6

New language:

4. Section 4. Faculty **Representatives** to the Board of Trustee.....6

Chapter II .D.3.a (page II-5)

Old language:

“...who will also serve as Visitors to the Board of Trustees, elected by the faculty to staggered two-year terms...”

New language:

“...who will also serve as **Faculty Representatives** to the Board of Trustees, elected by the faculty to staggered two-year terms...”

Chapter II.F.1.C (page II-14)

Old language:

c. Procedures for Conducting Elections. The Nominating Committee shall prepare and submit at the March faculty meeting of each year, a list of qualified candidates for the Promotion and Tenure Committee, the Faculty Development Committee, Curriculum Council, Hearing Committee, Nominating Committee, Faculty Visitors to the Board of Trustees, University Speakers Committee...”

New language:

c. Procedures for Conducting Elections. The Nominating Committee shall prepare and submit at the March faculty meeting of each year, a list of qualified candidates for the Promotion and Tenure Committee, the Faculty Development Committee, Curriculum Council, Hearing Committee, Nominating Committee, Faculty **Representatives** to the Board of Trustees, University Speakers Committee...”

Chapter II.J. 2.02 (page II-23) ***This section is taken from the by-laws of the Board of Trustees; once this section is updated by the Board, these changes will be reflected in the Faculty Handbook.*

Old language:

Except when the Committee is in executive session, the two elected Faculty Visitors to the Board shall be welcome visitors to this Committee.

New language:

Except when the Committee is in executive session, the two elected Faculty **Representatives** to the Board shall be welcome visitors to this Committee.

Chapter II.J.2.03 (page II-23) ***This section is taken from the by-laws of the Board of Trustees; once this section is updated by the Board, these changes will be reflected in the Faculty Handbook.*

Old language:

2.03 There shall be a Subcommittee on Honorary Degrees consisting of at least three members of the Committee appointed by the chairperson plus the President of the University, the academic administrator and the two elected Faculty Visitors.

New language:

2.03 There shall be a Subcommittee on Honorary Degrees consisting of at least three members of the Committee appointed by the chairperson plus the President of the University, the academic administrator and the two elected Faculty **Representatives**.

Chapter III.B.1 (page III-5)

Old language:

Based upon the recommendation of CUPP members, the CUPP Chair shall inform the President's office of the specific standing committee each of the Visitors to the Board will attend for the year. In the event the Chair of CUPP is also an elected at-large Visitor to the Board, CUPP shall elect another Visitor from among its members.

New language:

Based upon the recommendation of CUPP members, the CUPP Chair shall inform the President's office of the specific standing committee each of the **Faculty Representatives** to the Board will attend for the year. In the event the Chair of CUPP is also an elected at-large **Faculty Representative** to the Board, CUPP shall elect another **Representative** from among its members.