A Proposal for Faculty Selection of Faculty Representatives

April, 2003

Rationale:

CUPP members listened during the recent faculty meetings called by the Chairs Group and felt a clarification of CUPP’s role in deciding faculty representation to administrator driven committees, study groups, and task forces would be a good way to restore some balance. Central administrators typically appoint representatives to such committees. The proposed changes to the constitution and faculty handbook are based on the premise that the faculty should be responsible for selecting faculty representatives. The legislation will create a mechanism by which faculty select their own representatives to these administratively-formed committees.

The proposed legislation will also bring our system of faculty governance closer to the guidelines suggested by the AAUP. Consider the following paragraph from the AAUP statement on faculty governance (emphasis added):

Agencies for faculty participation in the government of the college or university should be established at each level where faculty responsibility is present. An agency should exist for the presentation of the views of the whole faculty. The structure and procedures for faculty participation should be designed, approved, and established by joint action of the components of the institution. Faculty representatives should be selected by the faculty according to procedures determined by the faculty

We consider CUPP to be the proper agency to administer the proposed changes. CUPP is the only elected representative body on campus, so CUPP alone has a structure which can represent our various faculty constituencies. The proposed changes will require regular consultation with the administration, and CUPP has a formal relationship with the administration, including a presence in cabinet. Finally, CUPP meets regularly throughout the academic year, so CUPP can act quickly when necessary.
The Legislation:

1) To the Faculty Constitution, Section D Article III (Faculty Organization), Section 3 (CUPP), item b (Functions), add the following two paragraphs:

The Council shall be responsible for compiling the list of faculty representatives to serve on all administratively-formed committees. This includes all ad-hoc task forces and study groups, all committees involved in accreditation, strategic planning and other university-wide functions, and all search committees for administrators at the level of Dean or higher. This does not include standing committees (elected or appointed) normally under the jurisdiction of the Nominating Committee.

In consultation with the administration, the Council will determine how many faculty representatives will serve, as well as the constituencies from which those representatives will be chosen. The Council will also determine the mechanism by which faculty representatives are selected. Possible mechanisms include election by the full faculty, election from within relevant subgroups of faculty, or by direct appointment from CUPP. Under some circumstances, the administration may desire specific faculty to be appointed to committees because those faculty possess particularly relevant skills or experiences. In such cases, the Council will request written justification from the administration, and will take such justification under consideration when compiling the list of faculty representatives.

2) To the Faculty Handbook, Chapter III (Faculty Meeting and Committee Procedures) Section B (Procedures and Policies for Standing Committees), Item 1 (CUPP), append the following to the end of the second paragraph under "Meetings and Regular Structure":

"In consultation with the administration, CUPP will also compile the list of faculty representatives to serve on all administratively-formed committees, as outlined in the Faculty Constitution."