

Report and Recommendations of the Senate Personnel and Elections Committee Regarding Certain Senate and University Committees

April, 2018

The P & E Committee was asked to review four committees whose membership was not repopulated last year due to various degrees of inactivity and questions being raised about the continued need for the committees. The P & E Committee was specifically requested to recommend whether the four committees should continue as presently constituted, be dissolved, or be reorganized. The four committees are the

Senate Advisory Committee on Budget and Planning;

Senate Advisory Committee on Library Policy;

Senate Advisory Committee on Salaries and Benefits; and

University Committee on Financial Aid and Scholarships.

The P & E Committee reviewed the meeting history of the committees, assessed the ongoing need for and purpose of the committees, considered whether the functions of the committees could better be met in another form and, to the extent available, sought the views of current and past committee chairs and members. The Committee also took into account the large number of faculty positions on the Committees (collectively 41) and the challenge in attracting sufficient faculty interest to populate the committees.

Based on the above, the P & E Committee recommends as follows:

1. The Senate Advisory Committee on Budget and Planning should be continued, but reorganized as outlined in Attachment A.

2. The Senate Advisory Committee on Library Policy should be dissolved as a separate committee and its function be consolidated into the Senate Advisory Committee on Academic Policy as outlined in Attachment B.

3. The Senate Advisory Committee on Salaries and Benefits should be dissolved, but its function should be addressed in one of two ways as outlined in Attachment C.

3. The University Committee on Financial Aid and Scholarships should be continued, but reorganized as outlined in Attachment D.

Each of these recommendations, if adopted, will require either a policy change and/or a revision of the Committee descriptions on the Senate web page.

Respectfully submitted,

Senate Personnel and Elections Committee

Professor Randy Dryer, Chair

Attachment B

Recommendation regarding Senate Advisory Committee on Library Policy

The P & E Committee determined that during the last calendar year the committee met for one hour on December 6, 2017 and that for prior years the Library Policy Committee met only sporadically and that meetings consisted primarily of brief reports from the Directors of each of the three University Libraries. Although membership consists of 18 faculty and six students, attendance at meetings has not been high. No major library issues impacting faculty have been discussed in recent meetings. The three library directors independently expressed the view that this committee is unnecessary in light of the multiple other ways for faculty to provide input on library policy or address any issues. The Eccles and Faust Libraries are relatively small libraries and librarians have daily interaction with faculty and issues are regularly and routinely addressed. The Marriot Library, which serves a larger faculty population, seeks regular faculty input on library issues and policies through various departments, collections and other ad hoc committees. The Marriott Library Director also has an open door policy and actively seeks and welcomes faculty input on library matters. She suggests that any major library issues impacting faculty could be addressed either directly with the Senate Executive Committee or by appointing an ad hoc committee. She cites the issue of library deselection as a recent example of a policy issue that was brought to the attention of the Senate for input before adoption.

The P & E Committee sees value in having a standing committee available to address major University-wide library issues or policies that may arise in the future, but believes this function could readily be served by **assigning this function to another existing standing committee, i.e. the Senate Advisory Committee on Academic Policy.**

The current chair of the Committee, Professor Courtenay Strong, believes the committee has served a useful function in providing a means for faculty and students to formally advise decision-making by library directors. Professor Strong supports this consolidation.

Attachment C

Recommendation regarding Senate Advisory Committee on Salaries and Benefits

The Senate Advisory Committee on Salaries and Benefits has been inactive for more than a year. The current chair, Karen Gunning, reports that Committee members express the view that the Committee has no budgetary power and that salaries are a function of department, college and central administration decision-making. They question the continued viability of the Committee in terms of providing appropriate and timely input on salary decisions, but do see merit in having faculty input on University-wide policy issues surrounding benefits. The chair reports that the University Human Resources Department currently has an existing benefits advisory committee with faculty on it and would support adding a representative from the Academic Senate or the Senate Executive Committee. Professor Gunning supports such an appointment.

The P & E Committee recommends that the Senate dissolve the existing Senate Advisory Committee on Salaries and Benefits and either (1) assign to the Senate Advisory Committee on Academic Policy the responsibility of providing faculty input regarding University-wide employment issues such as benefits or (2) assign and appoint a member of the Senate Executive Committee to the existing HR Benefits Advisory Committee and charge said person with representing the views of the Senate and acting as a liaison with the Senate Executive Committee.