

**STATE UNIVERSITY OF NEW YORK  
AT  
OSWEGO**

**FACULTY BYLAWS**

**May 1975**

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# PREAMBLE

We, the Faculty of the State University of New York at Oswego, in compliance with the Policies of the Board of Trustees, hereby establish these Bylaws to insure the participation of the faculty in the governance of this institution.

## ARTICLE I

### FACULTY MEMBERSHIP AND VOTING

#### Section 1. Definition of Faculty

The faculty of the College shall be comprised of the chancellor, the chief administrative officer and other members of the voting faculty of the College, other members of the academic staff of the College, and such non-voting administrative officers and professional staff as may be designated by the Faculty Bylaws of the College.

#### Section 2. Definition of Voting Faculty

The voting faculty of the College shall be composed of:

- a. the chancellor and the chief administrative officer of the College; and
- b. members of the academic staff of the College having academic rank and term or continuing appointments; and

such other members of the staff in the non-classified service as may be recommended by the Personnel Policies Council and approved by the Faculty Assembly.

#### Section 3. Definition of Faculty with Limited Voting Status

- a. Limited voting status shall be granted to those faculty who meet one of the following criteria:
  - i. Members of the academic staff who have been employed on a part-time basis for six (6) consecutive semesters in a position designated as being in the Professional Services Negotiating Unit and who have been granted a term appointment.
  - ii. Members of the academic staff who have qualified academic rank as defined by the Policies of the Board of Trustees and who have been employed on a full-time basis for six (6) consecutive semesters in a position designated as being in the Professional Services Negotiating Unit.

- b. Faculty with limited voting status shall be eligible to participate in governance processes and to be governed by relevant policies as delineated below:
  - i. Faculty with limited voting status may participate as voting faculty in all aspects of department and College-wide governance except on committees that make personnel recommendations (e.g., term and continuing appointment, chair review and search, peer review, academic administrative officer review or search, Faculty Assembly chair election, etc.).
  - ii. Faculty with limited voting status must be reviewed using the evaluation procedures contained in these *Bylaws*.
- c. Limited voting status ceases at the first non-reappointment to another semester of service. Faculty in paragraph a) i above have limited voting status once they again receive a term appointment. Faculty in paragraph a) ii above have limited voting status once they again receive qualified academic rank.

#### **Section 4. Voting Membership List**

The president or the president's designee shall publish a list of voting faculty annually, before the first meeting of the General Faculty, publishing thereafter additions to, and deletions from, the list within one week of their occurrence.

#### **Section 5. Voting Procedures**

Voting procedures for meetings of the General Faculty shall be determined by the faculty in accordance with *Robert's Rules of Order*.

# **ARTICLE II**

## **MEETINGS**

### **Section 1. Calling of Meetings**

Meetings of the General Faculty may be called by the president of the College or the president's designee. The president shall also call a meeting of the General Faculty subject to the provisions of Article III, if so requested by the chair of the Faculty Assembly, or by signed petition of ten percent of the faculty.

### **Section 2. Chair of Faculty**

The president of the College shall be the chair of the faculty. The chair of the Faculty Assembly shall be the presiding officer at meetings of the General Faculty, or in the chair's absence, the vice-chair of the Faculty Assembly. In the absence of both, the chair of a council of the Assembly as prescribed in Article IX, Section 6.

### **Section 3. Meetings**

- a. A minimum of three regular meetings of the General Faculty shall be held each academic year as follows:
- b. Within 30 calendar days of the beginning of the fall semester;
- c. Within 30 calendar days of the beginning of the spring semester;
- d. Within 30 calendar days prior to commencement of each academic year. The faculty shall approve the awarding of degrees at this meeting.
- e. Other meetings may be called as outlined in Section 1.

# **ARTICLE III**

## **AGENDA AND PROCEDURES**

### **Section 1. Agenda**

- a. Items may be proposed by any member of the voting faculty by submitting such items in writing to the chair of the Faculty Assembly at least ten working days prior to an announced meeting. The chair of the Faculty Assembly shall draw up and distribute the agenda to the total faculty at least five working days prior to an announced meeting.
- b. The agenda shall be approved, both as to content and order as the first order of business of any general faculty meeting except that at a General Faculty meeting called by the president, the president's report shall not be subject to the provisions of this section. At any other meeting the president's report shall be a priority item.

### **Section 2. Quorum**

A quorum for a meeting of the General Faculty shall be one-third of the total number of voting faculty as defined in these Bylaws.

### **Section 3. Recorder**

The recorder of the Assembly shall serve as recorder to the meetings of the General Faculty.

### **Section 4. Minutes**

Minutes of every meeting shall be kept and distributed to the entire faculty within seven working days of the meeting.

### **Section 5. Rules of Order**

The meeting of the General Faculty shall be bound by *Robert's Rules of Order*.

### **Section 6. Parliamentarian**

The parliamentarian of the Assembly shall serve as parliamentarian for meetings of the General Faculty.

# ARTICLE IV

## PROVISIONS FOR FACULTY CONSULTATION

### Section 1. General Faculty Consultation

The faculty of the College shall be consulted by and initiate consultation with the president on matters of College-wide concern through the appropriate councils of the Faculty Assembly, or the faculty itself, sitting in general session, in order that the faculty as a whole may contribute significantly to the governance of the College, including the conduct of the College's instruction, research and service programs. Such consultation shall be consistent with the ***Policies*** and the ***Agreement***.

### Section 2. Divisional and Departmental Consultation

Consistent with the ***Policies***, these ***Bylaws***, and the ***Agreement***, departments and divisions shall have provision for faculty consultation consistent with the ***Policies of the Board of Trustees*** of the State University of New York insofar as every department and division shall have the right to organize itself for such consultation by majority vote of its voting members and with notification to the Faculty Assembly. The right of the minority to dissent and to have this dissent recorded shall not be denied.

The term "***Policies***" refers to the current ***Policies of the Board of Trustees*** and the term "***Agreement***" refers to the agreement between the State of New York and the employees serving in positions in the Professional Services Negotiating Unit in the State University of New York as certified by the Public Employment Relations Board.

# **ARTICLE V**

## **FACULTY SENATOR**

### **Section 1. Election**

At the first regular spring meeting of the General Faculty, the voting faculty, and professional staff on term or permanent appointment shall elect a faculty senator and alternate for a term of office of three years commencing July 1. An elected representative who has served a full three-year term or major fraction thereof shall be eligible to serve a second consecutive three-year term. Representatives shall not be eligible to serve again as members of the Senate until the expiration of one year from the end of their last preceding term.

### **Section 2. Reports of Senator**

- a. Except for provisions in Article III, Section 1, the report of the senator to the General Faculty shall be a priority agenda item. It shall be included in the agenda immediately after any reports by the president.
- b. The senator shall make a written report following each plenary session of the University Faculty Senate. This report shall be attached to the minutes of the next meeting of the Faculty Assembly. The senator shall also make an oral presentation at the next meeting of the Faculty Assembly following each University Senate Plenary (or special) meeting.

# ARTICLE VI

## THE FACULTY ASSEMBLY

### Section 1. Title

A representative organization of the faculty, hereinafter to be known as the Faculty Assembly, shall be established, to be directly responsible to the faculty of the College at Oswego.

### Section 2. Purpose and Functions

The Faculty Assembly shall be the deliberative body through which the faculty participates in the governance of the College. It shall formulate policy recommendations in all areas of faculty concern consistent with the *Policies* and the *Agreement*. It shall exercise both directly, and through its councils and committees, oversight to ensure faculty consultation pursuant to Article IV, Section 1. It shall be empowered to discuss and express its views on any matter deemed of general College concern; to make recommendations to the president of the College, the College Council, and/or the Board of Trustees, the University Senate, or to any other appropriate individual or body.

# **ARTICLE VII**

## **COMMUNICATION BETWEEN FACULTY AND ADMINISTRATION**

### **Section 1. Communication and Reports**

It shall be the duty of the chair of the Faculty Assembly to communicate the recommendations of the Faculty Assembly to the president of the College. The chair of the Assembly shall do so not later than one month after such recommendations are made by the Assembly. Assembly recommendations requesting action to be taken by the president of the College shall be submitted by the chair of the Assembly in writing with a copy filed with the recorder of the Assembly. The chair of the Assembly shall report on the disposition of these recommendations at least monthly.

### **Section 2. State of the College**

The president of the College shall be invited to report to the Assembly on the state of the College at least once during each semester. The Assembly shall submit to the president via the chair fourteen days prior to the report a list of matters on which the Assembly would like to hear comments.

### **Section 3. Reports from Officers of the College**

Each officer of the College as described in Article VIII, Section 2c shall be invited by the chair of the Faculty Assembly to report to the Assembly at least once during the fall semester. The Assembly shall submit to each officer of the College via the chair fourteen days prior to the report a list of matters on which the Assembly would like to hear comments. The report by each officer of the College shall disclose all initiatives requiring consultation with the faculty. A written document of the report prepared by each officer of the College shall be submitted to the chair within seven days after the report is presented to the Assembly and subsequently published in the minutes of the Assembly.

### **Section 4. Governance Task Forces**

- a. The Faculty Assembly and the administration shall concurrently create task forces on issues of college-wide concern and charge them with specific duties in order to enhance communication and consultation among faculty, administration, professional staff, the unions, and the students. Each task force and its charge shall be established by formal written approval of both the Faculty Assembly and the administration. The written charge shall include a deadline for the work to be completed and a detailed description of how the membership shall be determined. A report of the results shall be recorded in the minutes of the Faculty Assembly. Upon reaching its deadline, the task force shall cease to exist, unless otherwise extended by the consent of both the Assembly and the administration.

- b. Each task force shall include balanced representation from the faculty, administration, professional staff, unions, and, when appropriate, the Student Association.
- c. Members of the Faculty Assembly or the administration shall request the creation of a task force whenever initiatives may require special expertise from among the faculty, the administration, professional staff, the unions, and the students.
- d. In situations where governance procedures involving both the faculty and the administration and the College Council are not fully specified in the ***Policies of the Board of Trustees*** or in the ***Faculty Bylaws***, a task force may be created to resolve procedural ambiguities.

# **ARTICLE VIII**

## **ASSEMBLY MEMBERSHIP**

### **Section 1. Qualifications**

A member of the voting faculty becomes eligible for Assembly membership after serving one year at Oswego with voting faculty status. A new department whose members do not meet these requirements shall have one representative on the Assembly, or as may be otherwise specified in these Bylaws. A full-time member of the Professional Staff becomes eligible for Assembly membership after serving full-time for one year at Oswego.

### **Section 2. Ex Officio Members**

- a. The Faculty Assembly shall include the College's State University senator or alternate.
- b. The Professional Services Negotiating Unit chosen by the employees shall select a member of its executive board to serve as an ex-officio member of the Assembly without vote.
- c. The Faculty Assembly shall include without vote, officers of the College or their designees. Officers of the College are those individuals so listed in the College's Undergraduate Catalog.

### **Section 3. Representation**

- a. The Assembly shall include representation from each department as indicated from the table below:

Department count:    20 or fewer = 1

                                  21 or more = 2

- b. Departmental representation shall be based on tenure/tenure-track faculty, visiting assistant professors and limited voting faculty. The departmental number for the following academic year shall be based on the average of the counts from the fall and spring voting faculty lists of the current academic year.
- c. The Administration shall have two representatives.
- d. Members of the professional staff on term or permanent appointment shall constitute the Professional Staff. This group shall have representation in the Faculty Assembly based on the table in section (a) above.

### **Section 4. Definition of Academic Department**

- a. An academic department shall be defined as a department in which at least one-half of the members teach at least one-half a standard teaching load. In computing a standard

teaching load, research shall be counted. Librarians shall be classified as members of an academic department.

- b. Any department or group not satisfying the preceding criteria may petition the Faculty Assembly through the Personnel Policies Council for recognition and representation.
- c. The Personnel Policies Council shall publish between February 1 and March 15 the names of the departments entitled to representation on the Assembly and the number of representatives to which the department is entitled in accordance with Article VIII, Section 3.

### **Section 5. Election of Representatives**

- a. Members of the Assembly shall be elected by the department by majority vote of those present and voting without nominations and by secret ballot, the results of which are to be announced to the membership in rank order.
- b. A department may conduct its own election(s) for Faculty Assembly representative(s) and/or alternate(s) provided it meets the following conditions:
  - 1. There must be a unanimous vote to this effect by secret ballot at a meeting of the department.
  - 2. The fact that a vote will take place on this question must be conveyed to all faculty members at least five working days before the scheduled meeting.
  - 3. The election(s) for Faculty Assembly representative(s) and/or alternate(s) must take place within two weeks of a) above.
  - 4. The department must follow the same nomination and election procedures described at the beginning of this section.

### **Section 6. Date of Election**

Representatives for the following year shall be elected in the spring semester between March 16 and May 1. Departmental representation shall be based upon existing departmental FTE.

### **Section 7. Term of Office**

Representatives of the Assembly shall be elected for a term of two years. The representatives may be reelected. Terms of office shall begin one week prior to the commencement of classes in the fall semester.

### **Section 8. Special Elections**

A representative or alternate who, for any reason, ceases to serve as department representative shall be replaced for the remainder of the representative's term at a special election supervised by the Personnel Policies Council or by the department under the procedures described in Section 5 above.

## **Section 9. Alternates**

An alternate for each representative shall be elected by each department in accordance with the voting procedures outlined in Article VIII, Section 5. The alternate shall serve at any Assembly meeting that the representative does not attend and will have the same rights as the representative.

## **Section 10. Department Recall of Representatives**

A department may terminate the appointment of representatives at any time by a two-thirds majority vote of the department at a departmental meeting. Prior to the vote to recall, the Personnel Policies Council shall conduct a hearing to ascertain the reasons for recall, at which time the faculty member in question shall have the right of due process as set forth in ***Robert's Rules of Order***.

# **ARTICLE IX**

## **ELECTIONS AND DUTIES OF OFFICERS**

### **Section 1. Officers**

The officers of the Assembly shall consist of the chair and vice-chair.

### **Section 2. Chair of the Assembly**

- a. The chair of the Assembly shall be elected from and by the voting faculty. The chair shall be a member of the faculty whose primary responsibility shall be teaching, librarianship and/or research.
- b. Between April 1 and April 10 of each year, the Personnel Policies Council shall accept nominations for the chair of the Faculty Assembly. Each nomination may be accompanied by a concise statement from the candidate.
- c. On or about April 15 of each year, the Personnel Policies Council shall send to the voting faculty, via campus mail, (1) a ballot, and (2) the candidates' statements. To be counted, ballots must be received by the Personnel Policies Council by April 25. Furthermore, returned ballots must be sealed in a blank envelope inside a signed envelope to be considered valid.
- d. If no candidate receives a majority on the first ballot, then a second ballot shall contain either:
  1. the two candidates with the two highest vote totals, if there are no ties;
  2. all candidates with the highest vote totals, if there is a tie for first place; or
  3. all candidates with the two highest vote totals, if there is no tie for first place, but there is a tie for second place

The individual with a plurality of the votes cast on the second ballot shall be elected as chair of the Faculty Assembly. If there is a tie for first place, then this process shall be repeated.

- e. The chair of the Faculty Assembly shall serve for two years, beginning on June 1 after the chair's election, and expiring on May 31 of the following year.
- f. In the event of a single candidate, the Personnel Policy Chair is directed to cast a ballot on behalf of the Assembly.

### **Section 3. Vice-Chair**

The vice-chair of the Assembly shall be elected from and by the new Assembly at its first meeting.

#### **Section 4. Teaching Load of Chair**

The chair shall have no more than half a teaching load.

#### **Section 5. Duties of Chair**

The chair shall preside at meetings of the Assembly. The chair shall also preside over Commencement, Honors Convocation, and all other College functions involving academic processions and perform such other duties as may be specified in these Bylaws. The chair shall have adequate secretarial assistance provided.

#### **Section 6. Vice-Chair as Presiding Officer**

- a. In the absence of the chair, the vice-chair shall preside at the meetings of the Assembly.
- b. In the absence of both the chair and the vice-chair, a chair of a council of the Assembly shall act as chair pro tempore. The order of choice shall be the order of listing under Article XII, Section 2.

#### **Section 7. Disability of Chair**

If for any reason the chair becomes unable to perform the chair's functions, the vice-chair shall call a meeting of the Assembly to determine whether a special election for chair shall be held.

#### **Section 8. Recorder**

A recorder shall be appointed by the chair.

#### **Section 9. Duties of Recorder**

It shall be the duty of the recorder to prepare and preserve the minutes of the Assembly and to carry out such correspondence as the Assembly may request.

#### **Section 10. Parliamentarian**

The parliamentarian shall be appointed by the chair from the faculty.

#### **Section 11. Term of Officers**

All officers shall have terms of one year. They shall be eligible for reelection.

# ARTICLE X

## MEETINGS

### **Section 1. Regular Meetings**

Regular meetings of the Assembly shall be held at least once a month from September through May 31. The first meeting of the new Assembly shall be held within the first month of the fall term, and prior to September 30.

### **Section 2. Special Meetings**

Special meetings of the Assembly may be called at any time during the academic year by the chair, or in the chair's absence from the College, by the vice-chair. Also, special meetings shall be called by the chair, within one week, upon petition of ten or more members of the Faculty Assembly.

### **Section 3. Attendance**

- a. Meetings of the Assembly shall be open to all faculty.
- b. Regular meetings of the Assembly shall be open to all professional and academic employees and matriculated students.

# **ARTICLE XI**

## **PROCEDURE AND VOTING**

### **Section 1. Dispute on Procedure**

In the event of a dispute on a matter of parliamentary procedure, the Assembly will be bound by *Robert's Rules of Order*.

### **Section 2. Quorum**

A Quorum of the Assembly shall consist of at least two-thirds of its members.

### **Section 3. Agenda**

- a. Agenda items may be proposed by any member of the Assembly by submitting them to the chair of the Assembly in writing.
- b. The agenda for each meeting will be published and distributed to the faculty at least three working days before the meeting.
- c. Agenda items requiring a vote by the Assembly shall be distributed to the Membership at least two weeks prior to the meeting where the vote will take place.

### **Section 4. Minutes**

Minutes shall be published and distributed to the entire faculty within four working days after approval by the Assembly.

### **Section 5. Voting**

- a. Voting on all questions put before the Faculty Assembly shall be initiated by the chair, using the following methods:
  1. Hand or voice, or
  2. a secret ballot, which shall be performed by electronic device; with said electronic device having been approved for use by the Executive Board, or
  3. a roll call vote.
- b. All votes concerning the recommendation or appointment of personnel to councils and committees of the Assembly shall be decided by secret ballot.
- c. A roll call vote on any other matter before the Assembly may be requested by any member of the Assembly. Upon request, the chair shall poll the Assembly by a hand count. If a majority of those voting agree, the vote shall be by roll-call.

- d. Voting on all matters before the Faculty Assembly shall be conducted with the eligible voting member being physically present, and having signed the attendance form.
- e. Voting on all matters before the General Faculty shall be by voice vote. If a majority of those voting agree, the vote shall be by roll call.

# **ARTICLE XII**

## **COUNCILS OF THE ASSEMBLY**

### **Section 1. Responsibilities**

The councils of the Assembly are advisory groups which report to the Assembly. Such reports shall be made at least once during each semester unless otherwise specified in these Bylaws. Each council, with opportunity for review by the Assembly, is empowered to appoint ad hoc committees whose duties and responsibilities shall be described by the individual councils. The primary duty of the councils is to perform the functions delegated to them severally as hereinafter specified.

### **Section 2. Standing Councils**

The standing councils shall be:

- Academic Policies Council (see Article XIV)
- Assembly Executive Board (see Article XV)
- General Education Council (see Article XVI)
- Graduate Council (see Article XVII)
- Information Technology Council (see Article XVIII)
- Personnel Policies Council (see Article XIX)
- Priorities and Planning Council (see Article XX)
- Research Council (Article XXI)
- Undergraduate Curriculum Council (see Article XXII)

### **Section 3. Ad Hoc Committees**

Subject to the approval of the Assembly, the chair of the Assembly may, from time to time, appoint ad hoc committees to report to the Assembly on special matters not covered by existing councils.

### **Section 4. Composition of Membership**

The membership of the councils, except as otherwise provided, shall be composed as follows:

- a. Ex-Officio and other Non-Voting Members One or more ex-officio or other non-voting members as described hereinafter. All ex-officio, liaison, honorary or other non-faculty shall be eligible to participate fully in any council or committee, except for the right to cast a vote.
- b. Assembly Members Two assembly members shall be elected by the Assembly for two-year staggered terms. A council member from the Assembly may serve for one year beyond the council member's Assembly term. The Assembly member so serving shall then be considered as a member-at-large in accordance with the following section. The election of these council members shall precede the election of non-Assembly members.
- c. Non-Assembly Members The Faculty Assembly shall elect for two-year staggered terms five members from the General Faculty who shall meet the eligibility requirements for Assembly membership in accordance with Article VIII, Section 1. The Faculty Assembly may elect to fill one of these positions with a member of the Professional Staff Group who meets the eligibility requirements, provided no other member of the Professional Staff Group serves on the council. If a non-Assembly member serving a two-year term on a council is elected to the Assembly at the end of one year, this individual must resign from the council. This individual may stand for election to that council or any other council as an Assembly member. At the annual spring elections, the Personnel Policies Council shall canvass department members as to their council preference.
- d. Department Representation At any given time only one member of an academic department or the Administrative Group or the Professional Staff Group may serve on any given council with the exception of the Faculty Advisory Council to the president and excepting ex-officio members. Exceptions are also granted for faculty housed in an academic department with significant teaching responsibilities in other interdisciplinary programs.
- e. Council Chairs All Faculty Council Chairs will serve terms of two (2) years and may be reappointed for a maximum of three (3) consecutive terms before stepping down for at least two years. This term limit applies only to the chair of the committee, who may remain on the committee after her/his term as chair has expired.

## **Section 5. Selection of Members**

At its first meeting the Assembly shall elect by secret ballot the members of the councils. No assembly member shall serve on more than two councils concurrently. If for any reason a council member fails to serve, the council chair, after consultation with its members, shall, on a majority vote of its members, request the election of a replacement.

## **Section 6. Meetings**

Within three weeks after the first meeting of the new Assembly, the councils shall organize. They shall meet at least once a month during the academic year from October 1 to May 31. Any two members of a council may call a meeting of a council by announcement to the chair of the council.

## **Section 7. Reports to President**

If a council of the Assembly shall be called upon by the president of the College to perform special tasks, the council shall report its findings and conclusions to the president and the Assembly concurrently. No such council shall have the power to act for the Assembly in approving or disapproving policies. Neither shall it make public elsewhere its findings or conclusions prior to reporting to the Assembly. The chair of the Faculty Assembly shall, whenever appropriate, offer the services of the Assembly councils to the president of the College.

# **ARTICLE XIII**

## **STUDENT PARTICIPATION**

### **Section 1. Student Representation in the Faculty Assembly / Faculty Representation in the Student Association Senate**

- a. There shall be reciprocity of representation in the Faculty Assembly and meetings of the Student Association.
- b. The student body of this College shall be entitled to four representatives on the Faculty Assembly who shall serve with full rights and responsibilities. These representatives shall be selected by the Student Association from currently enrolled students who have attended this College for at least one year. The Student Association shall be responsible for the selection of these representatives and the alternate for each representative.
- c. There shall be three faculty and/or Professional Staff representatives on the Student Association who shall serve with full voting rights. These representatives shall be elected by the Faculty Assembly from the voting faculty of this College.

### **Section 2. Student Representation on Councils of the Faculty Assembly / Faculty Representation on Standing Committees of the Student Association**

- a. There shall be one student representative on each of the following councils of the Faculty Assembly. These students shall serve with full rights and responsibilities, and they shall be elected by the Student Association. The student who serves on the Graduate Council shall be a graduate student.

Academic Policies Council

General Education Council

Graduate Council

### Information Technology Council

- b. There shall be one faculty representative on each standing committee of the Student Association. These faculty members shall serve with full rights and responsibilities, and they shall be elected by the Faculty Assembly. At its option, the Faculty Assembly may choose to elect as its representatives individuals from the Professional Staff or from the staff with management confidential classification.

# **ARTICLE XIV**

## **ACADEMIC POLICIES COUNCIL**

### **Section 1. Membership**

- a. Ex Officio Member
  - o The Vice President for Academic Affairs.
- b. The Faculty Assembly shall elect seven voting members from the faculty with staggered two-year terms. Three shall be elected from the College of Liberal Arts and Sciences, one from each of the following three groups: (1) Humanities, (2) Social and Behavioral Sciences, and (3) Natural Sciences, Computer Science, and Mathematics. One shall be elected from the School of Education. One shall be elected from the School of Business. One shall be elected from the School of Communication, Media, and the Arts. One at large faculty member shall be elected.
- c. In the event that a seat for a particular unit is not filled within 60 days of the start of the Fall semester, that seat will become an at-large seat.
- d. The Faculty Assembly shall elect one student member with a one-year term.

### **Section 2. Function**

- a. The Academic Policies Council shall be concerned with long-range planning, organization and evaluation of all academic aspects of the College's undergraduate program, and shall recommend changes in such programs to the Assembly.
- b. A representative of the Academic Policies Council shall sit on the Academic Planning Committee of the Assembly Executive Board.

# ARTICLE XV

## ASSEMBLY EXECUTIVE BOARD

### Section 1. Membership

- a. Ex-officio members will be the President and the Provost and Vice President for Academic Affairs
- b. The voting members of the Assembly Executive Board shall include the chair of the Faculty Assembly and standing council and committee chairs or representatives, and the faculty senator, and the campus United University Professions (UUP) representative or designee.
- c. The chair of the Assembly at the chair's discretion may invite chairs of ad-hoc committees and task forces to attend meetings as the business of the Assembly requires.
- d. The Assembly Executive Board shall be chaired by the chair of the Faculty Assembly.
- e. Representatives to the Assembly Executive Board from Academic Policies Council, Graduate Council, Undergraduate Curriculum Committee, General Education Board, Information Technology Council, and the Priorities and Planning Council shall constitute the Academic Planning Committee of the Assembly Executive Board.

### Section 2. Functions

- a. The Assembly Executive Board shall be concerned with organizing, directing, and promoting the business of the Faculty Assembly in an efficient and timely manner. This board shall advise the chair of the Assembly on matters of faculty governance and relations with the administration, and on matters concerning the implementation of initiatives and programs.
- b. The Assembly Executive Board shall provide coordination for the work of the councils of the Assembly and shall consult regularly with the administration on matters that relate to the activities of the councils. The Assembly Executive Board shall instruct representatives of councils to meet as the need arises.
- c. The Assembly Executive Board shall act as an agent of the Assembly during recess periods when timely action is necessary. Action taken under these circumstances shall be reported to the Assembly in a timely manner.
- d. The Assembly Executive Board shall make reports to the Assembly.
- e. The Assembly Executive Board shall consult on college-wide issues with the administration.
- f. The Academic Planning Committee of the Executive Board shall review actions of its councils and report to the Executive Board and, when appropriate, to the Assembly as a

whole.

### **Section 3. Meetings**

- a. The Assembly Executive Board shall meet at least once per month from September to May 31.
- b. Special sessions of the Assembly Executive Board may be called by the chair of the Assembly at any time of the year.
- c. The Academic Planning Committee of the Executive Board shall communicate before each regular meeting of the Executive Board.

# ARTICLE XVI

## THE GENERAL EDUCATION COUNCIL

### Section 1. Membership

- a. Nonvoting members are the Director of General Education and a member of the administration designated by the president.
- b. The Faculty Assembly shall elect seven voting faculty members with staggered three-year terms. Three shall be elected from the College of Liberal Arts and Sciences, one from each of the following three groups: (1) Humanities, (2) Social and Behavioral Sciences, and (3) Natural Sciences, Computer Science and Mathematics. One shall be elected from the School of Education. One shall be elected from the School of Business. One shall be elected from the School of Communication, Media and the Arts. One shall be elected from the Library.

### Section 2. Functions

- a. The General Education Council shall be responsible for all reviews and revision proposals of the General Education Program.
- b. The General Education Council shall review and approve courses and proposals for general education credit, and monitor the General Education Program.
- c. The General Education Council shall, upon request of the president or the president's designee, review the performance of the Director of the General Education Program and make recommendations to the president or the president's designee.
- d. Upon request of the Provost, the General Education Council shall oversee the selection and review of campus candidates for the position of Director of General Education and make recommendations to the provost for this position.
- e. One member of the General Education Council must report the activities of the council at every meeting of the Faculty Assembly.

# **ARTICLE XVII**

## **GRADUATE COUNCIL**

### **Section 1. Membership**

- a. The Dean of Graduate Studies is a non-voting member.
- b. The members of the Graduate Council shall be elected from members of the graduate faculty.
- c. The Faculty Assembly shall elect seven voting graduate faculty members with staggered two-year terms. One shall be elected from each of the following: the College of Liberal Arts and Sciences, the School of Business, the School of Communication, Media and the Arts, the School of Education, and the Library. Two shall be elected at-large from the graduate faculty.

No department shall have more than one member, nor shall any of the following three CLAS groups: (1) Humanities, (2) Social and Behavioral Sciences, and (3) Natural Sciences, Computer Science and Mathematics.

### **Section 2. Eligibility**

The members of the Graduate Council shall be elected from members of the graduate faculty.

### **Section 3. Functions**

- a. The Graduate Council shall concern itself with policies on admission, academic regulations, curriculum, and all other matters pertaining to the graduate program of the College.
- b. A representative of the Graduate Council shall sit on the Academic Planning Committee of the Assembly Executive Board.
- c. One member of the Graduate Council must report the activities of the council at every meeting of the Faculty Assembly.

# ARTICLE XVIII

## INFORMATION TECHNOLOGY COUNCIL

### Section 1. Ex Officio Members

Chief Technology Officer, designee from the instructional technologies division of Campus Technology Services, and the chair or designee of the Campus Technology Advisory Board (CTAB).

### Section 2. Functions

- a. The council shall promote initiatives to develop the College's computer and telecommunications systems. It shall raise questions and recommend solutions on matters concerning information technology, access, and efficiency.
- b. The council shall make recommendations regarding the operations of computing, networking, and telecommunication services, the awarding of Technology Initiative Project (TIP) grants, and the issues considered by the Campus Technology Advisory Board (CTAB).
- c. The council shall help faculty stay informed about campus information and instructional technology constituents by making sure that information about the personnel, membership, and operating procedures of these constituents is easily accessible. These constituents shall include but are not limited to Campus Technology Services, Information Technology Council (ITC), and Campus Technology Advisory Board (CTAB).

# ARTICLE XIX

## PERSONNEL POLICIES COUNCIL

### Section 1. Chair

The vice-chair of the Assembly shall serve as chair of the Personnel Policies Council and shall hold one of the three seats reserved for Faculty Assembly members.

### Section 2. Non-voting Member

A non-voting representative selected by the agent chosen by the employees serving in positions in the Professional Services Negotiating Unit shall serve as an ex officio member.

### Section 3. Functions

The Personnel Policies Council shall:

- a. Set up and publish rules for the conduct of elections and shall supervise elections, reporting results to the Assembly, including certification of amendments to these Bylaws.
- b. At the time of the spring election, the Personnel Policies Council shall prepare from its canvass a slate of council nominees for presentation to the Faculty Assembly for consideration at its first meeting the following fall. These slates shall recognize the need for appropriate expertise on each council. Additional nominations may be made from the floor.
- c. Develop and recommend criteria and procedures for promotions, discretionary salary increases, and continuing appointment; and set up procedures for consultation with faculty on: (1) appointment of staff to academic rank, (2) selection and reappointment of department chairs, (3) appointment of academic officers such as vice president for academic services, academic deans and others with similar responsibilities. Such procedures shall be approved by the Assembly and made part of an appendix to these Bylaws. (Pursuant to Article X, Section 5b of the ***Policies of the Board of Trustees***: Provisions of bylaws concerning consultation with the faculty shall be subject to the approval of the chief administrative officer of the College.)
- d. Be responsible for receiving and raising questions and recommending solutions about matters concerning academic administrative evaluations and appointments.
- e. Be the standing council for initial consultation regarding interim academic administrative appointments in addition to consultation with the appropriate academic unit.
- f. Be responsible to the Assembly on faculty personnel matters not covered by other councils of the Assembly and the ***Agreement***.

# ARTICLE XX

## PRIORITIES AND PLANNING COUNCIL

### Section 1. Membership

- a. Non-Voting Members
  - The Vice President for Academic Affairs
  - The Vice President for Administration and Finance
  - The Vice President for Student Affairs and Enrollment Management
  - The Vice President for University Development
  - The chair of Faculty Assembly
- b. The Faculty Assembly shall elect eight voting faculty members with staggered three-year terms. Three shall be elected from the College of Liberal Arts and Sciences, one from each of the following three groups: (1) Humanities, (2) Social and Behavioral Sciences, and (3) Natural Sciences, Computer Science and Mathematics. Two shall be elected from different departments in the School of Education. One shall be elected from the School of Business. One shall be elected from the School of Communication, Media and the Arts. One shall be elected from the Library.

The Faculty Assembly shall elect one member from the Professional Staff.

### Section 2. Functions

The Priorities and Planning Council shall:

- a. Be concerned with all long-range academic program planning, including budget, enrollment, and infrastructure, in light of strategic planning.
- b. Work to resolve difficulties between academic units and promote shared initiatives, including interdisciplinary programs.
- c. Be responsible for consultation on budgetary and enrollment matters relating to program implementation.
- d. Consult fully with departments, the School of Business, School of Communication, Media and the Arts, School of Education, the College of Liberal Arts and Sciences, the Library, the Division of Graduate Studies, and the Division of Continuing Education, either on its own initiative or when requested by a department, a school or college, or division, or the Assembly.
- e. Raise questions, evaluate issues, and recommend solutions concerning budget, resources, and enrollment prioritization and planning.
- f. One member of the Priorities and Planning Council must report the activities of the council at every meeting of the Faculty Assembly.

# **ARTICLE XXI**

## **RESEARCH COUNCIL**

### **Section 1. Membership**

- a. Non-Voting Members
  - The Provost of designee
  - The Associate Provost for Research Development
- b. Voting Ex-officio Members
  - The chair of the Scholarly and Creative Activity Committee (SCAC)
  - The chair of the Human Subjects Committee
  - The chair of the Institutional Animal Care and Use Committee (IACUC)
  - The chair of the Interdisciplinary Studies and Activities Center (IPAC)
- c. The Faculty Assembly shall elect seven voting faculty members with staggered three-year terms. Three shall be elected from the College of Liberal Arts and Sciences, one from each of the following three groups: (1) Humanities, (2) Social and Behavioral Sciences, and (3) Natural Sciences, Computer Science and Mathematics. One shall be elected from the School of Education. One shall be elected from the School of Business. One shall be elected from the School of Communication, Media and the Arts. One shall be elected from the Library.

### **Section 2. Functions**

The Research Council shall:

- a. Review and recommend policies and procedures relating to moral and ethical concerns of research and creative activity and other matters involving institutional support and furtherance of research within the University.
- b. Create policies for all SCA funding awards, including faculty and student funding.
- c. Provide consultation for policies, such as: departmental bylaws; the scholarship of teaching and learning; grant buyout; facilitate transparency and consistency.
- d. Sit on the Academic Planning Committee of the Assembly Executive Board.
- e. One member of the Research Council must report the activities of the council at every meeting of the Faculty Assembly.

# ARTICLE XXII

## UNDERGRADUATE CURRICULUM COUNCIL

### Section 1. Membership

- a. Non-Voting member is the Registrar.
- b. The Faculty Assembly shall elect eight voting faculty members with staggered two-year terms. Three shall be elected from the College of Liberal Arts and Sciences, one from each of the following three groups: (1) Humanities, (2) Social and Behavioral Sciences, and (3) Natural Sciences, Computer Science and Mathematics. Two shall be elected from different departments in the School of Education. One shall be elected from the School of Business. One shall be elected from the School of Communication, Media and the Arts. One shall be elected from the Library.

### Section 2. Functions

- a. At the beginning of each academic year the council shall make recommendations regarding course approval procedures and formats for approval by the Assembly.
- b. The council shall be responsible for reviewing, in a timely manner, all undergraduate course proposals and recommending courses for Assembly approval.
- c. The council shall review each proposed course in light of its:
  1. consistency with the College's mission and academic standards;
  2. consistency with the mission and academic expectations of the sponsoring school or college;
  3. appropriateness to the sponsoring department;
  4. utilization of library and information resources; and
  5. possible redundancy with existing courses.
- d. One member of the Undergraduate Curriculum Council must report the activities of the council at every meeting of the Faculty Assembly.
- e. The council, in conjunction with the administration, shall:
  1. ensure that approved courses conform to the format approved by the Assembly and meet all requirements for accreditation and the College's undergraduate catalog;
  2. maintain an electronically-accessible database that tracks course proposals through the approval process; and
  3. maintain a central campus archive of approved courses and documentation

associated with those courses.

### **Section 3. Reports**

In addition to timely reports to the Assembly, the council shall establish its calendar for the academic year, including deadlines for submissions of courses, and submit this to the Assembly within the first eight weeks of the fall semester.

## **ARTICLE XXIII**

### **PERMANENT RECORDS**

#### **Section 1. Definition**

The permanent records of the Assembly shall include the minutes of all regular and special meetings, correspondence of the Assembly, and such other records as the Assembly shall vote to include in the permanent records.

#### **Section 2. Storage**

At the end of each year, the recorder shall place three copies of the permanent records of the Assembly in the custody of the Director of Libraries as part of the permanent records of the Assembly. One copy shall be designated as an archive copy and the other two shall be available for inspection and research.

## **ARTICLE XXIV**

### **AMENDMENTS TO THE BYLAWS**

#### **Section 1. Proposal**

Amendments to these Bylaws may be proposed by any member of the faculty in writing to the Personnel Policies Council, which shall report to the Assembly. Upon favorable action by a two-thirds majority of the total membership of the Assembly, or if a petition for such amendment is presented to the chair of the Faculty Assembly signed by 20% of the voting faculty, they shall be presented at the next General Faculty meeting for adoption or rejection without amendment from the floor.

#### **Section 2. Failure to Vote**

- a. If the Assembly fails to adopt or reject a proposed amendment within five regular meetings, then such amendment shall be submitted to the next regular meeting of the

General Faculty.

- b. If the faculty fails to act upon a proposed amendment when it is presented to it in compliance with Section 1 above, the said amendment, without change, shall be placed on the agenda of subsequent General Faculty meetings until adopted or rejected.

### **Section 3. Adoption**

The adoption of amendments to these Bylaws shall require the affirmative action of a majority of the voting faculty present and voting at a meeting duly called for that purpose. All amendments shall be distributed to the voting faculty in writing at least two weeks prior to the meeting called to discuss them.

**APPENDICES**

**TO**

**FACULTY**

**BYLAWS**

# APPENDIX A

May 1986, January 2009, May 2014, May 2017, January 2019

## POLICY ON SELECTION AND REVIEW OF ACADEMIC ADMINISTRATIVE OFFICERS

Pursuant to Article IX, B, Section 2, *Policies of the Board of Trustees*, and Article XX, Section 3C, *Faculty Bylaws*, the following procedures set forth the structure under which the faculty shall organize itself for consultation with the chief administrative officer of the College for the selection of the following academic officers: the Provost and Vice President for Academic Affairs, and the academic deans. This process should also include new or existing positions, academic in nature, that answer directly to vice presidents or the president.

### I. Formation of the Search Committee

- A. Upon receipt of notice from the chief administrative officer that a position is to be filled, the chair of the Faculty Assembly shall request the convening of a meeting of the faculty of the appropriate division, school, or body of faculty governance for the purpose of electing a search committee. This meeting shall be convened within three weeks of receipt of notice from the chief administrative officer, including a minimum of one week's notice to the faculty.
- B. The following conditions apply to all search committees described below:
  - 1. No academic department or group shall have more than one representative on a committee, except where explicitly noted.
  - 2. The chief administrative officer shall select a representative to serve as a non-voting liaison officer to provide administrative input.
  - 3. Committee membership for faculty and staff is limited to those persons who have served at least one year at Oswego as full-time voting faculty members or full-time professional staff members.
  - 4. One student shall serve on these committees with full voting rights.
  - 5. The search committee will adhere to the principles and spirit of affirmative action.
- C. The search committee for the Dean of the College of Liberal Arts and Sciences shall consist of: (1) four voting faculty, one from each of the subdivisions detailed below (Humanities, Social and Behavioral Sciences, and Natural Sciences) and one at-large member; (2) one voting faculty member from either the School of Business or the School of Education or the School of Communication, Media and the Arts or the Library; (3) one member from the Professional Staff; and (4) one student member.

- **Humanities:** English and Creative Writing; History; Modern Languages and Literature; Philosophy
- **Social and Behavioral Sciences:** Anthropology; Economics; Human Development; Political Science; Psychology; Public Justice; Sociology
- **Natural Sciences:** Atmospheric and Geological Sciences; Biological Sciences; Chemistry; Computer Science; Electrical and Computer Engineering; Mathematics; Physics

The voting faculty of the College of Liberal Arts and Sciences shall elect the faculty and staff members, and the Student Association shall select the student member.

- D. The search committee for the Dean of the School of Business shall consist of: (1) two voting faculty from each department in the School of Business; (2) one voting faculty member from either the College of Liberal Arts and Sciences or the School of Education or the School of Communication, Media and the Arts or the Library; (3) one member from the Professional Staff; and (4) one student member. The voting faculty of the School of Business shall elect the faculty and staff members, and the Student Association shall select the student member
- E. The search committee for the Dean of the School of Education shall consist of: (1) four voting faculty from the School of Education with no more than one member from any one department; (2) one voting faculty member from either the College of Liberal Arts and Sciences or School of Business or the School of Communication, Media and the Arts or the Library; (3) one member from the Professional Staff; and (4) one student member. The voting faculty of the School of Education shall elect the faculty and staff members, and the Student Association shall select the student member.
- F. The search committee for the Dean of the School of Communication, Media and the Arts shall consist of: (1) four voting faculty from the School of Communication, Media and the Arts with no more than one member from any one department; (2) one voting faculty member from either the College of Liberal Arts and Sciences or the School of Business or the School of Education or the Library; (3) one member from the Professional Staff; and (4) one student member. The voting faculty of the School of Communication, Media and the Arts shall elect the faculty and staff members, and the Student Association shall select the student member.
- G. The search committee for the Director of Libraries shall consist of: (1) four members from the Library full-time faculty and staff, at least three of whom are voting faculty; (2) one voting member each from the College of Liberal Arts and Sciences, the School of Business, the School of Education, and the School of Communication, Media and the Arts; and (3) one student member. The voting faculty of the Library shall elect the faculty and staff members, and the Student Association shall select the student member.

- H. The search committee for an academic administrative officer whose responsibilities include the College of Liberal Arts and Sciences, the School of Business, the School of Education, the School of Communication, Media and the Arts, and the Library shall consist of: (1) three voting faculty from the College of Liberal Arts and Sciences or the Library, elected by the voting faculty of the College of Liberal Arts and Sciences and the Library, with no two members from the same subdivision\* and no more than one from the Library; (2) two voting faculty from the School of Education, elected by the School's voting faculty, with no two members from the same department; (3) one voting faculty from the School of Business, elected by the School's voting faculty; (4) one voting faculty from the School of Communication, Media and the Arts, elected by the School's voting faculty; (5) one member from the Professional Staff, elected by the membership of Professional Staff; and (5) one student member. The voting faculty and professional staff of the university shall elect these individuals as described in the preceding sections, and the Student Association shall select the student member.
- I. The search committee for administrative positions, academic in nature, that answer directly to vice presidents or the chief administrative officer shall consist of (1) four voting faculty members, with no more than two from one school or college; (2) one Professional Staff, and (3) one student member. The voting faculty and professional staff of the university shall elect these individuals as described in the preceding sections, and the Student Association shall select the student member.

## **II. Responsibilities**

- A. The chief administrative officer shall present to the appropriate committee a job description for the vacant position and shall review with the committee the qualifications for the position and the operating procedures of the committee.
- B. The committee shall receive and examine all supporting documents and shall interview the best qualified candidates.
- C. A list of final nominees, not in priority order, and their vitae shall also be reported to the faculty. If possible, the committee shall recommend to the chief administrative officer at least two candidates.

## **III. Review of the Academic Administrative Officers**

- A. The positions of President, Provost and Vice President for Academic Affairs, Dean of the College of Liberal Arts and Sciences, Dean of the School of Business, Dean of the School of Education, Dean of the School of Communication, Media and the Arts, Dean of Graduate Studies and Research, Dean of Extended Learning and Director of the Libraries shall be reviewed on a five year cycle. The review shall take place during the fifth year of the cycle, and shall begin in September of the fifth year.
- B. The president, provost, and deans shall be reviewed on a five year cycle. The deans

include the dean of Liberal Arts and Sciences, the dean of Education, the dean of Business and the dean of Communication, Media and the Arts the dean of Graduate Studies and Research, the director of Libraries, and the dean of Extended Learning. Individuals shall not be reviewed if they are in their last year of service, or if they are serving in an interim capacity.

- C. The composition and election of the review committee shall be the same as in Section I, Paragraphs H and I.
- D. The composition and election procedures of the review committee for the deans and director of Libraries shall be the same as the search committees for these individuals.
- E. A review committee shall be formed by October 15 of the academic year in which it is to serve and shall make its report by May 1 of the following calendar year.
- F. All reports shall be confidential. A report shall be given to the academic administrative officer concerned and:

for the President	to the Chancellor or the Chancellor's designee
for the Provost	to the President
for a Dean	to the Provost and President
for the Director of Libraries	to the Provost and President

# APPENDIX B

February 2018, January 2019

## TERM AND CONTINUING APPOINTMENT

### I. Statement of Principles

- A. This Appendix recognizes the rights and obligations faculty have in peer evaluation to recommend term and continuing appointments.
- B. Each department has the obligation to make accurate, well-documented evaluations of its non-tenured members annually so as to provide them with an assessment of their progress toward reappointment or continuing appointment.
- C. For faculty with responsibilities in other departments or programs, assessment of progress and evaluations must reflect well-documented expectations on shared responsibilities and scholarship across disciplines. These written expectations are developed by the faculty and respective department and program chairs, and approved at the dean's level and may require joint approval of more than one dean for shared appointments across schools.
- D. The department committee has an obligation to conduct its evaluation so that individuals under review shall be made aware of their chances for a favorable or unfavorable departmental recommendation for reappointment or continuing appointment. Where deficiencies obtain, these individuals shall be counseled by the chairs of the committee and the department as to how these deficiencies may be overcome or they shall be advised that they will not be recommended for reappointment or continuing appointment. The chief administrative officer or designee has a similar responsibility to counsel individuals.
- E. The department has an obligation to support its recommendations.

### II. Role of the Department

- A. There shall be a department committee (elected by September 30 of each academic year) to evaluate faculty for continuing and term appointments. The committee shall be elected by secret ballot by a majority vote of the department's voting faculty as defined in Article X, Section 3 of the **Policies**. It shall serve from the beginning of the fall semester to the beginning of the fall semester of the following year. Members may serve two-year staggered terms at the discretion of the department. If vacancies occur on the departmental committee, they shall be filled in accordance with the procedures enumerated hereunder.
- B. The department shall determine the size of the committee and the eligibility for membership, except that the department chair shall not be a member of the committee but may, at the option of the committee, attend meetings as a resource person. In cases of faculty with responsibilities in other departments or programs, a representative of that

other program should also attend meetings as a resource. A majority of the department committee shall have continuing appointment, provided there are at least three members of the department, excluding the chair, on continuing appointment. In addition, every member of the committee must have two semesters of full-time service as voting faculty at Oswego prior to the beginning of the member's term on the committee. Representation of the ranks shall be encouraged. No faculty member who is to be considered for continuing appointment may serve on the committee. In the event that a department has too few eligible faculty to constitute a committee, the dean, in consultation with the department, will assign faculty from other departments to augment the committee.

- C. Before September 30 of each academic year, the appropriate dean shall submit to the department chair a list of all individuals in the department to be considered for term or continuing appointment. (Eligibility for continuing appointment is defined in the ***Policies of the Board of Trustees***, Article XI, Title B).
- D. The department committee shall determine by secret ballot whether or not it shall make its determinations by secret ballot. A unanimous vote shall be necessary in order for a department committee to operate other than by secret ballot.
- E. The department committee shall submit its evaluation procedures in writing to the department for its approval. Except for the provisions of D above, the voting faculty of the department, meeting in concert, may determine for the committee the procedures to be used. After departmental approval, a copy of these procedures shall be sent to the appropriate dean by the committee.
- F. In its deliberations, the department committee shall be guided principally by Article XII, Title A, of the ***Policies of the Board of Trustees***. The interpretation and application of this article shall be consistent from year to year as is practicable. Interpretation may change slowly, but may not be radically altered. In the case of a continuing appointment decision, all previous evaluations, conducted for purposes of reappointment or continuing appointment, must be taken into account.
- G. Prior to arriving at its recommendations the department committee shall notify in writing all department members that such review will take place. Such notification shall be made at least ten (10) working days in advance of the review.
- H. The department committee shall issue a written invitation to all members of the department or program requesting written or oral commentary, clearly related to the criteria established by the ***Policies of the Board of Trustees***, concerning the members under review. The committee shall require of these individuals under review that they submit written information on their own behalf by at least five (5) working days prior to the review so that it can receive fair consideration by the committee. Either the members under the review or the department committee may solicit information from outside the department or program. For any faculty member with shared responsibilities in another program or department, the department will also be guided by a written plan of evaluation approved at the dean level.
- I. The department chair shall meet with the department committee before the committee submits its recommendations. The purpose of this meeting is to enable the committee and

the chair to discuss the relative strengths and weaknesses of individuals under consideration, to define areas of agreement and to articulate differences.

- J. All material concerning individuals received by the committee shall be maintained in departmental file under the supervision of the department chair. A final report shall be compiled on each individual under review and shall include a summary of material considered by the committee. Each department member under review shall have access to that individual's own final report. Identifying language shall be deleted from confidential material. After completion of the committee's work, there shall be at least ten (10) working days before the report is to be forwarded to the next level. If the individual reviewed wishes to respond to the final report, that individual may give a response to the committee at least five (5) working days before the report is to be forwarded to the next level. This response shall be attached to the departmental report along with any committee comments. These comments, except for confidential materials, shall be made available to the department member under review.
- K. Annually, after evaluation, individuals under review shall meet jointly with the chair of the department and the chair of the department committee to discuss their strengths and weaknesses as they relate to the criteria in the ***Policies***, and to determine their progress toward achieving continuing appointment. A record of such meetings shall be summarized in writing and maintained in the department file pursuant to Section I of this Appendix.

# APPENDIX C

September 1980

## REVIEW, REAPPOINTMENT AND/OR RECRUITMENT AND SELECTION OF DEPARTMENT CHAIRPERSONS

### I. Initiation of Review Procedure

The provost, acting on behalf of the chief administrative officer, shall notify in writing the appropriate division dean and each member of the department of the nature and terms of the incumbent chair's appointment at the beginning of each academic year.

### II. Review and Reappointment of the Department Chair

- A. During the first 15 calendar days of the final academic year of the chair's term, an incumbent chair shall inform the appropriate dean and the department of the chair's intent to stand for reappointment. All other candidates for the chair of the department shall declare their candidacies by October 1.
- B. An incumbent chair who informs the dean and department that he or she will not be a candidate shall not be reviewed. However, when an incumbent chair agrees to stand for reappointment, review by the department of the incumbent shall be completed by November 1 of the academic year in which the incumbent chair's term of office expires. Review here shall be interpreted to mean evaluation against criteria established by the department in consultation with the appropriate dean.
- C. After the review of the incumbent is complete, the department must evaluate the other declared candidates. At the option of the department, the department may evaluate other candidates for the chair. Evaluation here shall mean evaluation against criteria established by the department in consultation with the appropriate dean. The evaluation shall be completed by December 1.
- D. No incumbent chair or candidate shall participate in a review of himself or herself.
- E. The department shall specify how the review or evaluations are conducted subject to the following:
  1. There shall be a committee to gather relevant data for the review or evaluations. These data must be made available to all members of the department.
  2. All members of the department must have an opportunity for comment regarding the candidate(s) for the department chair.
  3. Only members of the department having voting faculty status may vote on the candidate(s) for department chair after the review or evaluations are completed. The term voting faculty is defined in the *Policies of the Board of Trustees*, Article X,

### Section 3.

- F. The recommendation(s) of the department, including the review of the incumbent, shall be forwarded no later than December 15 to the dean with a copy to the provost and the incumbent chair.
- G. The chief administrative officer shall notify in writing the dean, the department and the incumbent chair of the chief administrative officer's decision regarding the department's chair no later than January 15 of the current academic year.

### **III. Recruitment and Selection of the Department Chair**

- A. Within 30 days after a vacancy exists the provost, acting on behalf of the chief administrative officer, shall notify the dean of the appropriate division or school and each member of the department.
- B. Prior to the search for a chair, the voting faculty members of the department, in consultation with the dean, shall recommend to the provost the characteristics of the position to be filled and the procedures to be followed.
- C. After the search is complete, the recommendation(s) of the voting faculty members of the department shall be forwarded to the dean with a copy to the provost.
- D. If an acceptable candidate has not been found by a date previously agreed upon by the dean and the department, the provost, acting on behalf of the chief administrative officer, may appoint, in consultation with the department, an acting chair for a period not to exceed one year.

# APPENDIX D

November 2021

## PROMOTION

### I. Statement of Principles

- A. This appendix recognizes the rights and obligations faculty have to recommend faculty promotions and discretionary salary increases.
- B. This appendix recognizes the benefits to be gained by open discussion among faculty committees and between the faculty and administration in a prevailing spirit of collegiality and confidentiality.
- C. This appendix recognizes the responsibilities of the faculty and the administration to uphold the principles and spirit of affirmative action.
- D. This appendix maintains that the bases for promotion remain relatively stable and if any changes in interpretation are required, they shall be communicated to all parties in a clear and timely manner.
- E. For faculty with responsibilities in other departments or programs, basis for promotion and discretionary salary increases must reflect well-documented expectations on shared responsibilities and scholarship across disciplines. These written expectations are developed by the faculty and respective department and program chairs, and approved at the dean's level and may require joint approval of more than one dean for shared appointments across schools.

### II. Role of the Department

- A. There shall be a department committee to recommend candidates for promotion. Only those candidates who request or allow their names to be submitted shall be considered for promotion or discretionary salary increases.
- B. A department with three or fewer members does not have to form a committee.
- C. The committee shall be elected by secret ballot by a majority vote of the department's voting faculty as defined in Article X, Section 3 of the **Policies**. It shall serve from the beginning of the fall semester of a given year until the beginning of the fall semester of the following year. Members may serve two-year staggered terms at the discretion of the department. If vacancies occur on the departmental committee, they shall be filled in accordance with the procedures enumerated hereunder.
- D. Each department shall determine the size of its committee. Eligibility for membership is limited to the ranks of professor, associate professor, assistant professor and instructor. The department committee shall have representation from each of the following ranks: \*professor, associate professor, and assistant professor. However, if any rank has three or

fewer members, representation of that rank shall be at the discretion of the department. A department may elect instructors (assistant librarians) to its committee. In addition, all members of the committee must have two semesters of full-time service as voting faculty members at Oswego prior to the beginning of their terms on the committee. No faculty member who is a candidate for promotion may serve on the committee unless the departmental bylaws explicitly permit such service. The department chair shall not be a member of the committee, but may, at the option of the committee, attend meetings as a resource person. In the event that a department has too few eligible faculty to constitute a committee, the dean, in consultation with the department, will assign faculty from other departments to augment the committee.

\* Equivalent ranks for librarians: librarian, associate librarian, and senior assistant librarian.

- E. The department may use this committee for its term and continuing appointment committee. However, the composition of the department committee must also satisfy the relevant stipulations in the Appendix on Term and Continuing Appointment if it is to perform both functions.
- F. The department committee shall determine by secret ballot whether or not it shall make its determinations by secret ballot. A unanimous vote shall be necessary in order for a department committee to operate other than by secret ballot.
- G. The department committee shall submit its procedures in writing to the department for its approval. Except for the provisions of F above, the department, meeting in concert, may determine for the committee the procedures to be used. After departmental approval, a copy of these procedures shall be sent to the appropriate divisional dean by the committee.
- H. In its deliberations, the department committee shall be guided principally by Article XII, Title B of the ***Policies of the Board of Trustees***. The interpretation and application of this article shall be as consistent from year to year as is practicable.
- I. Prior to arriving at its recommendations the department committee shall notify in writing all department members that deliberations will take place. Such notification shall be made at least ten (10) working days in advance of the deliberations.
- J. The department committee shall issue a written request to all members of the department or program for written commentary, clearly related to the criteria established by the ***Policies of the Board of Trustees***, concerning the candidates. The committee shall require that candidates wishing to submit written information on their own behalf do so at least five (5) working days prior to the deliberations so that such information can receive fair consideration by the committee. Either the candidates or the department committee may solicit information from outside the department or program.
- K. In the case of a faculty member who is performing professional duties (e.g., teaching, advisement) in another department or program, the candidate's department must solicit written evaluative data from said department or program. In addition to these data, the department will be guided by a written plan of evaluation approved at the dean level for any faculty member with shared responsibilities.

- L. The department committee and the department chair shall meet before the committee submits its recommendations. The purpose of this meeting is to enable the committee and the department chair to discuss the relative strengths and weaknesses of individuals under consideration, to define areas of agreement, and to articulate differences.
- M. All material contained in the evaluation file concerning candidates received by the committee shall be maintained in the department under the supervision of the department chair. A written evaluative report based on the criteria established in Article XII of the ***Policies of the Board of Trustees*** shall be prepared by the committee. This report shall be prepared for each candidate whether or not the candidate is recommended by the committee. Any identifying language shall be deleted from confidential material used in this report. The report shall be made available to the candidate. After the report has been made available to the candidate, there shall be at least ten (10) working days before the recommendation is to be forwarded to the next level. A candidate wishing to respond to the report must provide a response to the committee at least five (5) working days before the recommendation is to be forwarded to the next level. The candidate's response shall be attached to the report, as well as any committee comments on the candidate's response. These committee comments shall be made available to the candidate. The committee shall then forward its final report to the next level. The final report shall be accompanied by lists of candidates numerically ranked in order of preference.
- N. The chair of the department shall forward to the next level lists of candidates numerically ranked in order of preference.
- O. After the recommendations are forwarded to the next level, each candidate for promotion shall meet jointly with the chair of the department and the chair of the department committee to discuss individual strengths and weaknesses as they relate to the criteria in the ***Policies***, and to determine progress toward achieving advancement in rank. A record of such meetings shall be summarized in writing and maintained in the department file pursuant to Section II, part N of this ***Appendix***.

### **III. Role of the College of Liberal Arts and Sciences, the School of Business, the School of Communication, Media and the Arts, or the School of Education**

- A. The College of Liberal Arts and Sciences, the School of Business, the School of Communication, Media and the Arts, and the School of Education shall have peer review committees. (The Library will not have such a committee.) These committees shall prepare lists of candidates numerically ranked in order of preference selected from candidates recommended by the department committees. Also, the peer review committees shall consider appeals from those faculty who were not recommended by their department committees.
- B. For the College of Liberal Arts and Sciences, there shall be three (3) peer review committees. Each of these peer review committees shall serve from October 30 of a given year until October 30 of the following year. Each department in the groupings identified in paragraph D below shall annually elect one representative to its peer review committee.

- C. A department in the College of Liberal Arts and Sciences with three or fewer members is not obligated to elect a member to the appropriate peer review committee.
- D. The College of Liberal Arts and Sciences division peer review committees are:
- **Humanities:** English and Creative Writing; History; Modern Languages and Literature; Philosophy
  - **Social and Behavioral Sciences:** Anthropology; Economics; Human Development; Political Science; Psychology; Public Justice; Sociology
  - **Natural Sciences:** Atmospheric and Geological Sciences; Biological Sciences; Chemistry; Computer Science; Electrical and Computer Engineering; Mathematics; Physics

Departments may be added to or deleted from the above lists upon a recommendation of the Academic Policies Council and by a two-thirds (2/3) majority of the Faculty Assembly.

- E. For the School of Communication, Media and the arts, there shall be one committee. This committee shall serve from October 30 of a given year until October 30 of the following year. Each department in the School of Communication, Media and the Arts shall elect annually one representative to the committee.
- F. For the School of Education, there shall be one committee. This committee shall serve from October 30 of a given year until October 30 of the following year. Each department in the School of Education shall elect annually one representative to the committee.
- G. For the School of Business, there shall be one committee. This committee shall serve from October 30 of a given year to October 30 of the following year. Each department in the School of Business shall elect annually two representatives to this committee. At least one representative from each department must not have served in the current year on the departmental committee.
- H. Members of the peer review committees may be re-elected, but may not serve more than two years consecutively. No faculty member who is a candidate for promotion may serve on a peer review committee.
- I. Each peer review committee shall elect a chair from its own membership.
- J. Each peer review committee shall make known in writing its procedures to the faculty, the appropriate dean, and the provost.
- K. A peer review committee may request a department committee to provide more explicit descriptive material to assist the peer review committee in its deliberations.
- L. The peer review committee shall report the following items to the department committee: (1) changes in the department committee's priority listings; and (2) those department committee candidates not recommended. This report shall be made at least ten (10) working days before the peer review committee's recommendations are reported to the next level. Any response of the department committee shall be appended to the recommendations of the peer review committee. The peer review committee may comment on the department committee's response. These comments shall also be

appended to the peer review committee's report and a copy forwarded to the department committee. The recommendations of the peer review committee and all appended items shall be forwarded to the next level.

- M. All reports and supporting documents for individuals shall be sent to the next level whether or not they were recommended, unless they request that their candidacies be withdrawn.
- N. Recommendations of the department chair shall be considered by the peer review committee.
- O. Recommendations shall not be initiated by the peer review committee or its individual members.
- P. In its deliberations, the peer review committee shall be guided principally by Article XII, Title B of the ***Policies of the Board of Trustees***. The interpretation and application of this article shall be as consistent from year to year as is practicable.

#### **IV. Role of the College Faculty Panel**

- A. There shall be a college faculty panel composed of the chairs of the peer review committees.
- B. The vice-chair of faculty assembly shall convene, when it is deemed necessary, a meeting of the provost, the college faculty panel, the chairs of departments, program directors, the UUP president, and the chairs of department personnel committees. This meeting will be convened prior to the beginning of promotion deliberations in the Fall semester. The purpose of this meeting will be to discuss questions and concerns related to the promotion process.
- C. This panel or any individuals present at this meeting may forward to the president comments related to issues raised in the meeting with the administration.
- D. This panel shall be informed of the president's final action and shall report to the peer review committees.

#### **V. Recommended Schedule**

- A. September 15
  - Department committee elected
- B. September 30
  - Peer review committees elected
- C. October 15
  - Department committee's procedures submitted to department
  - First meeting between College Faculty Panel, chairs of departments, chair of department personnel committees, and administrators
- D. November 15
  - Department committee's recommendations submitted to appropriate peer review

committee

- Peer review committees procedures submitted to appropriate faculty, the appropriate dean, and the provost

E. February 15

- Peer review committee's recommendations submitted to the administration

F. April 1

- College Faculty panel meets with administration for the second time

# APPENDIX E

March 2015, November 2021

## DISCRETIONARY SALARY AWARDS (DSA) AND INCREASES (DSI)

### I. Statement of Principles

- A. This appendix recognizes the rights and obligations faculty have to participate in the process for reviewing applications and making recommendations for discretionary salary awards and increases.
- B. This appendix recognizes the benefits to be gained by open discussion between the faculty and administration in a prevailing spirit of collegiality and confidentiality.
- C. This appendix recognizes the responsibilities of the faculty and the administration to uphold the principles and spirit of affirmative action.
- D. This appendix maintains that the bases for distributing discretionary salary awards (DSA) and discretionary salary increases (DSI) remain relatively stable and if any changes in interpretation are required, they shall be communicated to all parties in a clear and timely manner.
- E. The salary adjustments described in this appendix are distributed on the basis of meritorious, or highly meritorious performance in academic or professional assignment, in alignment with the criteria specified in the ***Policy of the Board of Trustees***. In some instances, these adjustments may be made in an effort to eliminate salary inequities.

## II. Application/Review Process – Full Time Faculty

This appendix maintains that the application process faculty members follow for both DSA and DSI be transparent and consistent. Criteria for each type of salary adjustment should align with the *Policies of the Board of Trustees*.

Discretionary Salary Award (DSA)	Discretionary Salary Increase (DSI)
The faculty member completes an online activity report & submits Letter of Justification to the Department Chair outlining achievements in the five <i>Board of Trustees</i> criteria.	The faculty member completes an online activity report & submits Letter of Justification to the Department Chair outlining annual achievements in the five <i>Board of Trustees</i> criteria. S/he also submits an updated Resume which highlights new additions since the last online activity report, not to exceed two years.
The Department Chair reviews letters and makes a rank ordered recommendation (Yes/No) to the Dean.	The Department Chair reviews applications and makes a rank ordered recommendation (Yes/No with levels of award – 1 = Meritorious; 2 = Highly Meritorious) to the Peer Review Committee as outlined in Appendix D.
	The College or School Peer Review Committee reviews Chairs' recommendations and faculty applications to make a rank ordered recommendation (Yes/No with levels of award – 1 = Meritorious; 2 = Highly Meritorious) to the Dean. Peer Review Committee shares this information with Department Chairs.
The Dean reviews Chairs' recommendations and the faculty letters to make a rank ordered recommendation (Yes/No) to the Provost. Dean shares this information with Department Chairs.	The Dean reviews Chairs' and Peer Review Committee recommendations and the faculty applications to make a rank ordered recommendation (Yes/No with levels of award – 1 = Meritorious; 2 = Highly Meritorious) to the Provost. Dean shares this information with Department Chairs and the Peer Review Committee. <sup>1</sup>
The Provost reviews all faculty letters and recommendations to make a summative recommendation to the President. Provost shares this information with Deans.	The Provost reviews all faculty letters and recommendations to make a summative recommendation to the President. Provost shares this information with Deans.
The President distributes DSA monies to faculty.	The President distributes DSI monies to faculty. Awards are at two levels: Meritorious and Highly Meritorious.

<sup>1</sup> Library faculty folders will go to the personnel evaluation committee, then to the library director, since the director serves as both chair and dean of the department.

### III. Application/Review Process – Adjunct Faculty

This appendix maintains that the application process faculty members follow for both DSA and DSI be transparent and consistent. Criteria for each type of salary adjustment shall be based on exemplary service to the college.

<b>Discretionary Salary Award (DSA)</b>	<b>Discretionary Salary Increase (DSI)</b>
The faculty member submits Letter of Justification to the Department Chair outlining annual achievements in the five <i>Board of Trustees</i> criteria.	The faculty member submits Letter of Justification to the Department Chair outlining annual achievements in the five <i>Board of Trustees</i> criteria. S/he also submits an updated Resume which highlights new additions since the last online activity report, not to exceed two years.
The Department Chair reviews letters and makes a rank ordered recommendation (Yes/No) to the Dean.	The Department Chair reviews applications and makes a rank ordered recommendation (Yes/No with levels of award – 1 = Meritorious; 2 = Highly Meritorious) to the Peer Review Committee as outlined in Appendix D.
	The College or School Peer Review Committee reviews Chairs' recommendations and faculty applications to make a rank ordered recommendation (Yes/No with levels of award – 1 = Meritorious; 2 = Highly Meritorious) to the Dean. Peer Review Committee shares this information with Department Chairs.
The Dean reviews Chairs' recommendations and the faculty letters to make a rank ordered recommendation (Yes/No) to the Provost. Dean shares this information with Department Chairs.	The Dean reviews Chairs' and Peer Review Committee recommendations and the faculty applications to make a rank ordered recommendation (Yes/No with levels of award – 1 = Meritorious; 2 = Highly Meritorious) to the Provost. Dean shares this information with Department Chairs and the Peer Review Committee. <sup>2</sup>
The Provost reviews all faculty letters and recommendations to make a summative recommendation to the President. Provost shares this information with Deans.	The Provost reviews all faculty letters and recommendations to make a summative recommendation to the President. Provost shares this information with Deans.
The President distributes DSA monies to faculty.	The President distributes DSI monies to faculty. Awards are at two levels: Meritorious and Highly Meritorious.

<sup>2</sup> Library faculty folders will go to the personnel evaluation committee, then to the library director, since the director serves as both chair and dean of the department.