

Section 8. Faculty Welfare Committee:

The purposes of the committee shall be to:

- A. Study and make policy and procedural recommendations concerning salary schedules, contracts, insurance, retirement, sabbaticals, merit pay increases, and related matters;
- B. Receive and study individual problems related to Faculty welfare, and then offer its recommendations to appropriate agencies; and
- C. In accordance with the University Grievance Policy, hear all formal Faculty grievances except for those dealing with academic freedom and tenure or with retrenchment appeals.

The committee shall have six voting members: one tenured Faculty member elected by and from each Unit. ~~Faculty members serving on this committee shall not be eligible for sabbaticals during the period of their service on the committee.~~ A voting member who is unable to serve on the committee due to a leave (sabbatical, medical, research, etc.) of at least one semester shall retire and be replaced with a tenured Faculty member elected by and from the Unit that the retiring member represented, who shall serve the remainder of the retiring member's term.

Rationale: We were tasked by the senate to review any restrictions to membership on the committee. We still strongly believe, due to the nature of our business, that members should be tenured. The restriction on sabbaticals, however, was historically due to a role the FWC used to play in the sabbatical approval process but no longer does. Nevertheless, the committee retained the 'no sabbatical' provision because it determined that one-semester replacements would have an adverse effect on the work of the committee.

In recent years, we have found that the 'no sabbatical' provision has problems of its own. Since M&E does not track sabbaticals, faculty who have been approved for sabbaticals can still be elected to the committee then not understand why they are disqualified after the fact. Alternatively, it is not clear whether "not be eligible for sabbaticals," means that one cannot apply for a sabbatical while on the committee, the original intent, or that no one who could be eligible to apply could serve, which would further restrict the membership.

Additionally, when members have left the committee for whatever reason, replacements were appointed. The committee represents the faculty in confidential grievances, however, and we believe that members should be elected by their peers and not appointed. Therefore, the committee decided to replace the restriction on sabbaticals with a requirement that replacements be elected. Furthermore, the committee members felt that we should minimize the number of faculty who serve for only a semester and that we could do that by having elected replacements take over for the remainder of the term.

Possible drawbacks: If a vacancy occurs due to an unforeseen emergency the committee would have to wait for the next election cycle for a replacement, but this already occurs. This would not prevent a faculty member who has already been approved for a sabbatical for the very first semester of a term from running but it might discourage them. This would create additional seats for M&E to fill and track, but they already do this for other situations. Given this, we ran this change by the chair of M&E who suggested better language, which is what is included above, and who indicated that this is an improvement over the existing bylaws.