

Proposed Bylaw Changes to Reflect Current FEC Practices

There are two proposed changes. For each proposed change, we have offered the following: the relevant section of the text of the Arts and Sciences Bylaws as it currently stands; the proposed amended text of the Bylaws; and a brief comment elucidating the reason for the proposed change.

First Proposed Change: FEC Comprised of Six Faculty Members

Concerning *Faculty Handbook, The College of Arts & Sciences, Sec. V: Bylaws, Art. VIII: Faculty Evaluations, Part D: Procedures for Evaluation of Candidacy for Tenure and Promotion to Professor, Sec. 6: Faculty Evaluation Committee Structure and Evaluation*

[text as it currently stands]

“The Faculty Evaluation Committee consists of five tenured faculty members each with the rank of Professor serving staggered terms of three years, and one alternate (serving a term of one year), to serve when a regular member is excused from an evaluation.”

[proposed amended text]

“The Faculty Evaluation Committee consists of six tenured faculty members each with the rank of Professor serving staggered terms of three years. For each evaluation of a given candidate, the chairman of the committee will select one committee member to be excused from the evaluation.”

[reason for the proposed change]

In effect, no faculty member actually serves as an “alternate member.” In practice, everyone carries the same load, and serves a three year term. However, in each evaluation of a given candidate, one of the six members sits out of the process. If an FEC member has a conflict of interest, that member will sit out of the evaluation. Otherwise, all of us (except the chair) take turns sitting out of evaluations so that there are always five members attending each evaluation. Our first suggested change reflects this current practice.

Second Proposed Change: FEC Liaison Required to Attend Mid-Course Reviews

Concerning *Faculty Handbook, The College of Arts & Sciences, Sec. V: Bylaws, Art. VIII : Faculty Evaluations, Part D: Procedures for Evaluation of Candidacy for Tenure and Promotion to Professor, Sec. 4: Candidate Evaluation Committee Structure and Evaluation*

[text as it currently stands]

“In addition, a member of the Faculty Evaluation Committee serves as an ex officio (non-voting) member when the candidate is being evaluated for tenure or promotion to Professor.”

[proposed amended text]

“In addition, a member of the Faculty Evaluation Committee serves as an ex officio (non-voting) member when the candidate is undergoing a mid-course review, or is being evaluated for tenure or promotion to Professor.”

[reason for the proposed change]

The second suggested change is simply to make the bylaws clear in requiring that an FEC liaison attend the Candidate Evaluation Committee meetings for mid-course reviews. This is current practice, but the bylaws do not make clear that it is required.

Sapient scholars,

Thanks to everyone who participated in making yesterday's meeting a serious occasion for informed and informative discussion.

As mentioned at that time, we have one more Faculty Meeting for this semester scheduled for next Wednesday (Reading Day) at 12:30 in the Galloway Room. On the agenda:

- 1) Announcements - to include President Duncan's announcement of the Cornell Distinguished Faculty awards for this year.
- 2) Task-force report on our experience with on-line Course and Instructor Evaluations. Discussion of options going forward.
- 3) Proposed revisions to Honors Degree Program.
- 4) -- time permitting -- By-Law change regarding detail in the structure of FEC (attached).

Minor Holiday refreshments will be provided. Please try to arrive early to visit the punchbowl and secure your seat so that we might get started by 12:35.

Come all -- come early. Let us fete the accomplishments of our distinguished colleagues, take care of some business, mark the passing of the semester and greet the arrival of the holidays.

Many thanks.