

Staff Advisory Committee Feedback on Proposed Faculty Governance Bylaws

Submitted on 11/24/20 to Rob Rupert, ASC Chair. Our intention with this feedback is to state the importance of a Faculty/ Staff partnership and collaboration, that Staff perspectives can aid the work of Faculty and the College, and that we would like to have an active role in College decisions. Staff are motivated to improve efficiency, communication and culture in the College by collaborating with and supporting Faculty.

1. Article IV, Section 1 and 5: Propose capitalizing Program Assistant, as is done with other named entities (Professor, Instructor, Chair, Dean).
2. Article IV, Section 1: Propose adding Staff members from the Staff at large as ex-officio, non-voting members to each ASFS committee such as, but not limited to, Budget, Curriculum, Diversity and Inclusion, Online Education in order to provide Staff/ alternative perspectives. (We would not propose Staff representation on the Personnel or Grievance committees, as these only relate to Faculty.) Propose that Staff input is given in an advisory capacity unless the topic being discussed will impact the work completed or positions held by Staff, at which point we propose that Staff members be given voting privileges.
3. Article IV, Section 1: Clarification questions- What qualifies as a significant academic role? How long is a definite period? Can this be renewed? How many times and must there be breaks?
4. Article IV, Section 3: Propose changing “her or his” to “their” for sake of inclusivity. Fix typo “Chair or the Executive Committee” to “Chair of the Executive Committee.”
5. Article V, Section 5: Propose adding Staff members from the Staff at large as ex-officio, non-voting members to any ad hoc committee that could benefit from alternative perspective or whenever an ad hoc committee’s charge would have an impact on College Staff. Propose that Staff input is given in an advisory capacity unless the topic being discussed will impact the work completed or positions held by Staff, at which point we propose that Staff members be given voting privileges.
6. Article VI and Article VI, Section 2 and Article VII, Section 1: Propose adding Staff members from the Staff at large as ex-officio, non-voting members to each Divisional Council Budget committee, Curriculum committee, as well as working groups on planning and proposals in order to provide Staff/ alternative perspectives. Propose that Staff input is given in an advisory capacity unless the topic being discussed will impact the work completed or positions held by Staff, at which point we propose that Staff members be given voting privileges.
7. Article VI, Section 2: Clarification questions- What is designated as a department? Is this the same as a primary unit? There are, for example, programs that host certificates, but are [not on this list](#); it also does not include academic units like the Honors Program. It should be noted that some units do not neatly fit into a particular division (click on each current [Divisional Dean’s profile](#), and note that the divisions under their purview may be different from the list mentioned; also note that there are divisions listed under the Associate Dean for Research, that do not fit into those divisions).
8. Article VI, Section 2: Propose changing “her or his” to “their” for sake of inclusivity. Capitalize the first instance of Instructor in the second-to-last sentence.
9. Article VIII, Section 1: Propose adding the Chair of the SAC as a non-voting ex-officio member of the ASFS Executive Committee to act in an advisory capacity, unless the topic being discussed will impact the work completed or positions held by Staff, at which point we propose that the SAC Chair be given voting privileges.
10. Article IX: Update United Government of Graduate Students to Graduate and Professional Student Government.
11. Article IX: Propose adding a statement that the ASFS acknowledges Staff are oftentimes the members of the College who implement new initiatives, policy and procedure changes, etc. It is thus vital that Faculty and College administrators consult and collaborate with Staff and SAC as equals and in parallel committees to make decisions on new initiatives and College changes as well as enable Staff to be included in a voting capacity on matters that may affect the work completed or positions held by Staff. To reflect the sentiments of Academic Futures and our College’s Strategic Plan, we would like to emphasize the importance of partnership and collaboration to foster a positive and productive culture.