

Proposed changes to Bylaw 80.4

The proposed changes serve to complete implementation of Proposal 1 of the Valuing Faculty Service to Academic Senate Committees proposal, approved by the Executive Board on January 21, 2021. That proposal stated:

1. Update the Faculty Welfare Committee bylaws to more clearly include emeriti matters; sunset the Committee on Emeriti Affairs (CEA)

The Faculty Welfare Committee (FWC) “advises the Division and confers with administrative agencies on all matters involving faculty welfare, including but not limited to the level of salaries, salary determination methodology, benefits, insurance, retirement, housing and conditions of employment.” Its bylaws also dictate one member focused on emeriti issues. At many divisional Academic Senates, the FWC is responsible for emeriti-related affairs. By **strengthening the FWC bylaws to include clearly emeriti affairs**, and **expand [sic] its membership to include additional emeriti members**, the FWC can leverage its advisory role more effectively. CEA is duplicative in function.

The changes to Bylaw 80.4 passed by the Legislative Assembly earlier this year unfortunately do not fully achieve the boldfaced goals above: they allow for committee membership to be expanded, but also allow for it to be contracted, by stating no lower bound on the size of the committee; and they allude to emeriti affairs only implicitly, by requiring that the committee include two (voting) emeriti members. The changes proposed below address these two issues directly.

Current

Bylaw 80.4 Faculty Welfare

(A) Membership. The committee consists of up to eleven members, of whom at least two should be –emeriti, and an Undergraduate and a Graduate Student Representative in accordance with Bylaw 45. [Am 23 Apr 81, 9 Jun 08, 23 Nov 21]

(B) Duties.

(1) The committee advises the Division and confers with administrative agencies on all matters involving the economic welfare of the faculty, including but not limited to the level of salaries, salary determination methodology, benefits, insurance, retirement, housing and conditions of employment. [Am 9 Jun 08, 23 Nov 21]

(2) In consultation with the Chair of the Division, the committee prepares reports and procedures for treating issues with a major welfare component to be presented to the Division, the University Faculty Welfare Committee and administrative agencies in time for appropriate consideration and implementation. [Am 23 Nov 21]

(3) To assist in carrying out its functions, the Committee may

(a) appoint ad hoc committees of faculty members to make use of specialized knowledge and competence; and

(b) with the approval of the Chair of the Division, employ such consultants as may be needed. [Am 23 Apr 81]

Proposed

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(B) Duties.

(1) The committee advises the Division and confers with administrative agencies on all matters involving the economic welfare of the faculty, including but not limited to the level of salaries, salary determination methodology, benefits, insurance, retirement, housing and conditions of employment. Due attention will be given to matters of particular concern to emeriti. [Am 9 Jun 08, 23 Nov 21]

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