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8 **POLICY RECOMMENDATION**
9 **Amending S15-7 to Clarify Secret Ballots for Choosing RTP**
10 **Committees**

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13 Resolved: That the following amendments be incorporated into S15-7, and edited into
14 the public copies of S15-7; be it further

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16 Resolved: That this amendment becomes effective beginning AY 2016-17.

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18 3.1.3 Election of RTP members

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20 3.1.3.1 At all levels, faculty shall be elected to serve on RTP
21 committees by secret ballot.

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23 3.1.3.2 Faculty elected to serve on RTP committees should
24 consider that their participation affects the careers of
25 colleagues as well as the well-being of students and the
26 health of the University more generally. This service shall
27 be their highest professional priority.

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29 3.1.3.3 Candidates should verify their ability to serve during the
30 scheduled meeting times. If necessary and feasible,
31 Deans and Chairs should adjust members' teaching
32 schedules to accommodate their ability to attend the
33 scheduled meetings. If an elected member has an
34 unresolvable conflict with the meeting schedule, that
35 member should promptly notify the Dean and Chair who
36 should arrange to replace the member via a special
37 election prior to the beginning of committee deliberations.

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39 3.1.3.4 No one may serve during the same review cycle on more
40 than one level of committee; membership on the University
41 committee, a college committee, or a department
42 committee precludes membership on the other two.

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44 3.1.3.5 All departments with four or more active Professors are
45 expected to provide members/nominees to higher level
46 committees. Departments with three or fewer active
47 Professors may provide members/nominees to higher level
48 committees by supplementing their department level
49 committee with external faculty (if needed) as per 3.2.7. A
50 department with insufficient faculty to provide a
51 representative to a College level committee may elect a
52 representative from outside its department in a related
53 discipline, or it may elect another department's elected

representative as a designee to explain the department's criteria and context to the College committee.

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3.4.2 The members of the university committee will be elected by the probationary and tenured faculty unit employees from each college and the General Unit. Only faculty who have previously served on their College level committee are eligible to be elected. Each department in the college shall be informed of the pending selection and may nominate one person. Each college retention, tenure, and promotion committee will select at least two of those nominated to place before the electorate of its college. No one elected may serve as a member of a department or college retention, tenure, or promotion committee in the same Academic year.

3.4.2.1.1 An election for the representative from the General Unit will be conducted by the Senate Chair, who will first solicit nominations from the library faculty and the counseling faculty and then will conduct an election.

Rationale:

Secret ballots were required for recruitment committees but this requirement was inexplicably not inserted for RTP committees. Since probationary faculty vote for the members of RTP committees, forcing them to publically vote could expose them to coercive pressures, and this possibility should be avoided. The responsibility for election of the General Unit representative to the University RTP Committee is given to the Academic Senate, which similarly runs the General Unit elections for Senate.

Approved: April 11, 2016
Vote: 8-0-0
Present: Peter, Green, White, Lee, Virick, Kauppila, Sandoval-Rios, Hamedi-Hagh
Absent: Riley
Financial Impact: No changes over the previous policy.
Workload Impact: No changes over the previous policy.