



**UNIVERSITY SENATE
Faculty Affairs and Personnel Committee**

**Report and Recommendations on Senate Standing Committee Structure
Review**

October 19, 2007

1. THE CHARGE

The charge shown below, issued to the Structure and Governance Committee, requests input from the Faculty Affairs and Personnel Committee (FAPC).

***S-0704 Senate Standing Committee Structure Review:** Consider and make recommendations for modifying the Senate's standing committee structure and/or charges. Consider the proposals submitted by the Staff Caucus, by Senator Gayle Stein, and by Senator Martha Cotter when deliberating on this matter. Consider other committee structure modifications that may be needed or proposed. Solicit input from the Faculty Affairs and Personnel Committee, Equal Opportunity Committee, or other committees identified in the proposals or which may be affected by changes considered or suggested under this charge. Respond to Senate Executive Committee by February 1, 2008.*

The proposal submitted by the Staff Caucus can be found on-line at:
<http://senate.rutgers.edu/RequestToEstablishStaffAffairsCommittee.html>

The proposal submitted by Martha Cotter can be found on-line at:
<http://senate.rutgers.edu/CotterProposalOnCommitteeStructure.pdf>

2. REPORT AND RECOMMENDATIONS

The Faculty Affairs and Personnel Committee (FAPC) was asked to consider two proposals that concern the treatment of staff issues by the University Senate, and to provide input to the Structure and Governance Committee, to whom a formal charge was issued. The proposal submitted by Senator Gayle Stein requests the creation of a new standing committee on staff affairs. An alternative proposal by Senator Martha Cotter would extend the purview of the FAPC to include staff concerns. The Cotter proposal would result in a change of the name of the FAPC as well as its standing charge.

The FAPC met to deliberate this issue on September 28 and revisited the second part of the Cotter proposal on October 19, 2007. During the former discussion, the committee thoroughly examined both proposals, and the following points were raised:

In support of the Stein proposal:

- a. The FAPC functions well as a committee, having a common perspective and a common focus. Although it was perceived that the addition of staff members to this committee would not necessarily affect the balance (ratio) of faculty to students and administration in the committee, much of the focus of the committee would change as staff issues are introduced. Committee members did not feel that they had sufficient background to address concerns to staff such as personnel matters and contracts.
- b. Historically, when the responsibilities of the Senate committee on Academic Freedom and Responsibility were folded into the newly proposed FAPC, there were no objections because this newly formed committee was to focus primarily on issues as they pertain to faculty. The FAPC is now concerned that, with an expansion in focus, sufficient investment in matters concerning academic freedom, of prime important to members of the committee, would not occur.
- c. The staff caucus clearly wishes to have its own committee. Although this would add to the Senate committee structure, the FAPC did not think this would be unnecessarily burdensome. The committee would be populated not only by Staff Senators, but would have faculty and student representation as well to provide the necessary balance as issues are discussed.

In support of the Cotter proposal:

- a. The FAPC has some history with staff issues. Working through new sets of staff concerns would provide an additional layer of deliberation before such charges are submitted to the Senate Executive Committee, ultimately impacting how staff concerns are handled on the Senate floor.

In summary, after a vote of 14 (in favor) to 0 (with 1 abstention), the FAPC supports the formation of a separate Staff Affairs Committee, and recommends the same to the Structure and Governance Committee.

In defeating the Cotter proposal with respect to the issue of folding the staff issues into the FAPC, the committee wishes to note that it supports the second part of the Cotter proposal, namely that of proposing the *“Addition of a new committee to be called the Research and Graduate and Professional Education Committee. Those parts of the standing charge of the Faculty Affairs and Personnel Committee dealing with research policies would be transferred to this new committee.”*

The FAPC further realizes that this would result in the transfer of part of its standing charge, *“To evaluate and recommend policies concerning both internal funding for research and*

the conditions under which external research funds are solicited, accepted and administered,” to the new committee and has no objection.

Faculty Affairs and Personnel Committee, 2007-2008

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