

University of Utah

Legislative History

Policy 6-002 Revision 32

As approved by the Academic Senate April 30, 2018, and the Board of Trustees May 8, 2018, with designated effective date of July 1, 2018.

Prepared by Bob Flores, Senate Policy Liaison, for the Institutional Policy Committee.

Note: The primary effect of this revision was to consolidate three existing Senate standing committees into just one. (i) the Senate Advisory Committee on Benefits and Salaries, and (ii) the Senate Advisory Committee on Library Policy, were eliminated as separate bodies, and their former functions were shifted to the existing (iii) Senate Advisory Committee on Academic Policy (SACAP).

The revision also added two non-voting ex officio representatives to the main Senate body: a representative of the University Staff Council, an Academic Advisor representative.

And the revision updated the size of the Senate main body, by accounting for a recently created new academic college as an area of representation within the Senate.

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- Explanatory memorandum to the Academic Senate Executive Committee April 6, 2018
- Policy 6-002 Revision 32. The Academic Senate and Senate Committees: Structure, Functions, Procedures.

Memorandum

TO: Senate Executive Committee

FROM: Senate Personnel & Elections Committee (Randy Dryer, Chair), and Senate Policy Liaison Bob Flores

RE: Proposed revision 32 of Policy 6-002 to accomplish consolidating of certain Senate-elected standing committees, and other changes to the Academic Senate

DATE: April 6, 2018

Enclosed for Debate and approval by the Senate is a set of proposed revisions of the contents of Policy 6-002, which governs various aspects of the Academic Senate and its system of standing Senate-elected committees. This set of revisions will implement two sets of decisions that were previously made ‘in principle,’ as well as carrying out some ‘housekeeping’ to bring the Policy current with changed circumstances. For efficiency, this proposal combines a project led by the Personnel and Elections Committee over the past two years, and tasks assigned to the Senate Policy Liaison by the Executive Committee in that time frame.

A. **Consolidating Senate-elected standing committees.**

The primary effect of these changes of the Policy will be to consolidate three of the currently existing Senate-elected standing committees into a single such committee (i.e., eliminating two). This follows from a study of the committees undertaken during the 2017-2018 year by the Senate Personnel and Elections Committee as directed by the Senate in spring 2017. The changes for the committees were generally described to and ‘in principle’ approved by the Senate at the March 2018 meeting. That earlier memorandum explaining the proposal ‘in principle’ is attached for convenience. Now comes this proposal to implement those agreed-upon changes by specific revisions of the Policy contents which govern the three affected committees (6-002-III-D Senate Committees).

These changes will result in eliminating as separate committees (i) the Senate Advisory Committee on Benefits and Salaries, and (ii) the Senate Advisory Committee on Library Policy, while shifting their functions to (iii) the Senate Advisory Committee on Academic Policy (SACAP). That remaining committee will continue with the same size and structure of membership, and take on the functions of the other two along with its previously existing functions. By eliminating the 18 voting faculty member positions of the Library committee, and the six voting faculty member positions of the Salaries & Benefits committee, these changes will reduce by 24 the total number of voting faculty member positions among the Senate-elected standing committees (as well as eliminating several voting positions for students and non-voting ex officio positions for administrative officers).

B. As further discussed in the earlier meetings, there is also underway an examination of another Senate-elected standing committee—the Senate Advisory Committee on Budget and Planning. While some general parameters for changing the membership and functions of that committee have been identified, a full set of specific changes is not ready. That is anticipated to be ready by early in the 2018-2019 year. So no change to the Policy 6-002 section governing that committee is proposed at this time. However, a “user note” will be inserted to alert readers that changes are anticipated within the year.

C. Adding two non-voting ex officio representatives to the main Senate body.

The description of non-voting ex officio members of the Senate (6-002-III-B-1) is proposed to be revised to include two additional representatives. This change will follow through on the discussion ‘in principle’ at the March 2017 Executive Committee meeting and the April 2017 Senate meeting, which was: *“to revise Policy 6-002 and then implement the change, such that a representative of the Academic Advisors Council, and a representative of the University Staff Council, will be added as non-voting ex-officio members on the Senate, and an Academic Advisor representative will be included as an ex officio member of the Senate Advisory Committee on Academic Policy. This project is to be carried out in the 2017-2018 Senate year.”* (Minutes of the Academic Senate, April 4, 2017).

The Executive Committee in spring 2017 planned to implement these additions of invited representatives by including the specific changes of Policy contents on the next occasion that any other revision of Policy 6-002 was being brought forward for Senate approval, and tasked the Senate Policy Liaison to prepare the proposal (and meanwhile the representatives have been invited to attend meetings in an unofficial capacity). Accordingly, the attached draft includes provisions adding one ex officio nonvoting representative for each of those two organizations of members of the University community. As has long been true of other non-voting ex officio positions, this status allows these representatives to attend open Senate meetings, with the right to speak on matters “directly associated with the responsibilities of” the University employees they represent, but not a right to vote.

D. Housekeeping changes.

The Executive Committee has tasked the Senate Policy Liaison to include updating/ housekeeping revisions whenever an occasion arose to combine these with another project of revising Policy 6-002.

- (i) **Count of academic colleges updated from 16 to 17, which updates the number of areas of elected-member Senate representation.** (6-002-III-B-2). The areas of representation from which Senate membership is drawn are in part determined by the number of academic colleges existing

at the University. The School of Social and Cultural Transformation was approved as new academic college, after the most recent revision of the Policy. With that addition, the number of colleges has grown from 16 to 17, and as a housekeeping matter several passages in Policy 6-002 should be updated accordingly. And the Senate Personnel and Elections Committee has membership which is based on the number of colleges (representation from each), so the membership of that committee in turn is updated to include the new college. **[Note that in the near future, a similar adjustment will be needed for the Senate Faculty Review Standards Committee—which also has representation from each academic college.]** [Note that the Senate Personnel and Elections Committee has also recommended that the policy and formula by which Senate representation is biannually reapportioned among these colleges should be studied for possible change, prior to the next reapportionment occurring in spring 2020.]

- (ii) Add cross-reference to definition of “academic college” which is provided in another Policy. (6-002-III-B-2-c-i) The term “academic college” is used in 6-002 as part of describing the areas of representation from which elected Senate membership is drawn. The official definition of that term and description of the characteristics of academic colleges is given in separate Policy 6-001, and so it is appropriate as a housekeeping matter to include in 6-002 a cross-reference to the definition in 6-001.
- (iii) Update name of area from “University College” to “Academic Advising Center.” One of the areas of representation for elected student members of the Senate (described in 6-002-III-B-2-c-i) has undergone a change of name, so it appropriate as a housekeeping matter to update the name.

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Policy 6-002: The Academic Senate and Senate Committees: Structure, Functions, Procedures. Revision 32. Effective date July 1, 2018

I. Purpose and Scope

This Policy (i) establishes the Academic Senate of the University and provides for its membership structure, election of members, election of officers, schedule of meetings and order of Senate business, and authority to promulgate rules of Senate procedures (ii) establishes the Senate Executive Committee and Senate Personnel and Elections Committee and provides for their membership structure, election of members, and functions generally, and (iii) establishes the other standing committees of the Senate and provides for their membership structure, procedures for elections, and committee functions generally.

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III. Policy

A. Establishment and Authority of the Academic Senate.

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B. Senate Membership. The Senate shall be constituted as follows:

1. Ex Officio Members.

a. Administrative Officers. The following administrative officers shall be ex officio members of the Senate: (1) The University President, and the senior vice president for academic affairs and the senior vice president for health sciences. These ex officio members shall have full rights of discussion and making motions but not the right to vote. (2) Each dean, or an associate or assistant dean designated as a dean's representative. Each dean or a dean's designee shall have full rights of discussion and making motions on matters directly associated with the dean's college or administrative responsibility, but, except for the two voting deans [see III-2-b below] not the right to vote.

b. Academic Advisors. One representative of an organization of the University's professional academic advisors, selected annually by the organization, shall be an ex officio member of the Senate, with full rights of discussion and making motions on matters directly associated with the responsibilities of academic advisors, but not the right to vote.

c. University Staff Employees. One representative of an organization of the University's staff employees, selected annually by the organization, shall be an ex officio member of the Senate, with full rights of discussion and making motions on matters directly associated with the responsibilities of staff employees, but not the right to vote.

2. Elected Members.

a. Faculty members.

i. Tenure-line faculty members.

A. The voting membership of the Senate shall include tenure-line faculty members as defined in [Policy 6-300](#) elected from the following areas of

representation: the individual academic colleges and the University libraries considered as a unit. * * * *

B. Tenure-line faculty membership in the Senate shall be apportioned by allocating not more than 79 representatives among the ~~seventeen~~ eighteen areas of representation (~~sixteen~~ seventeen academic colleges and the University libraries area*) on a prorated basis of 50 percent according to the number of tenure-line faculty members in each area and 50 percent according to student credit hours, including evening residence hours, taught in each area during the preceding academic year (regardless of whether taught by faculty, of any faculty category, or by non-faculty instructional personnel). The base allocation of not more than 79 tenure-line faculty members shall be adjusted to ensure that each area of representation will have a minimum of two representatives. The Senate Personnel and Elections Committee shall reapportion the Senate according to the foregoing formula every two years.

*Representation from the tenure-line faculty of the University libraries will be determined by taking the average number of student credit hours taught within the academic colleges during the preceding academic year (regardless of by whom taught), per tenure-line faculty member, of all other colleges, and multiplying that value by the number of library tenure-line faculty.

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ii. Career-line faculty members.

A. The voting membership of the Senate shall include career-line faculty members as defined in Policy 6-300.

B. There shall be one career-line faculty representative elected from each of the following ~~eighteen~~ nineteen areas of representation: the ~~sixteen~~ seventeen individual academic colleges, the University libraries considered as a unit, and the Qualified Interdisciplinary Teaching Programs identified in [Rule 6-310] considered as a unit.

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c. Students - representatives of the Associated Students of the University of Utah ("ASUU") [See [Policy 6-401](#) Students of the University.]

i. Each academic college (as described in Policy 6-001) as an area of representation shall elect one representative from its members to the ASUU Student Senate. (And for the limited purposes of student representation in the Academic Senate, the "Academic Advising Center" (as described in Policy 6-101) ~~"University College"~~ and "Honors College" together shall be considered as an area of representation of students equivalent to an academic college for purposes of equal representation.) The elected members of the ASUU Student Senate shall be entitled to attend Academic Senate meetings with full rights of discussion and vote. If a student member resigns his or her position on the ASUU Student Senate, the vacancy will be filled by the next runner-up in the affected college or otherwise according to Procedures described in the ASUU Student Handbook.

ii. The ASUU president or the ASUU vice president if designated by the ASUU president and an additional student appointed by the ASUU President

shall also be members of the Academic Senate, with full rights of discussion and vote.

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D. Senate Committees.

1. a. Establishment of standing committees of the Senate.

- i. The standing committees of the Academic Senate described in this Policy are hereby established, and the membership and functions of each shall be implemented as described here (or as described in the other governing Regulations for each such committee as referenced here).
- ii. There are three categories of such standing committees.
 - A. Standing committees for which the primary responsibilities include managing the internal affairs of the Senate. These are (1) the Senate Executive Committee and (2) the Senate Personnel and Elections Committee. In keeping with the principle that internal affairs of the Senate are to be managed by the Senate members, eligibility for election to serve on these committees is based on status as an elected member of the Senate, as more fully described below.
 - B. Standing committees for which the primary responsibilities include investigating, reviewing, or conducting hearings regarding individual case disputes among University personnel. The Senate delegates to these committees certain responsibilities for conducting investigations, informal dispute resolutions, and hearings, as more fully described in the pertinent governing Policies. These are (3) the Senate Committee on Academic Freedom and Faculty Rights, and (4) the Senate Consolidated Hearing Committee. Membership in the Senate is not a requirement for faculty members or officers of these committees.
 - C. Standing committees for which the primary responsibilities include generally advising the Senate and the University administration on matters of significant academic importance. These are (5) the Senate Advisory Committee on Academic Policy, (6) the Senate Advisory Committee on Salaries and Benefits, (7) The Senate Advisory Committee on Budget and Planning, (8) the Senate Advisory Committee on Library Policy, (9) (7) the Senate Advisory Committee on Diversity, (10) (8) The Senate Advisory Committee on Student Course Feedback, (11) (9) The Senate Advisory Committee on Information Technology, and (12) (10) The Senate Faculty Review Standards Committee. Membership in the Senate is not a

requirement for faculty members or officers of these committees.

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c. Senate Personnel and Elections Committee.

1. The Senate Personnel and Elections Committee ("SPEC") is hereby established as a standing committee of the Academic Senate. The provisions described in [Parts III-D-3 and III-E] of this Policy as generally applicable for standing committees of the Senate apply for this Committee, except as otherwise specifically described here.

2. Membership and Leadership.

A. The membership of the Committee with full voting rights consists of ~~twenty~~ twenty-one persons elected from the voting members of the Senate. ~~Eighteen~~ Nineteen shall be faculty members elected by the Senate, and shall include one tenure-line or career-line faculty representative from each of the ~~eighteen~~ nineteen Senate areas of representation (~~sixteen~~ seventeen academic colleges, the University Libraries, and the Qualified Interdisciplinary Teaching Programs). The number of career-line faculty members shall not exceed the number of tenure-line faculty members. Faculty members shall be elected for three-year terms and each must be a senator at the time of election, but can remain on the Committee for three years even though his or her term of service on the Senate may expire during that three-year period of time. There shall be two student members, and each shall serve a one year term, be a voting member of the Senate during that term, and be elected to the Committee in accordance with procedures established by the ASUU. As with Senate standing committees generally, the President of the Senate, or the President's designee, shall be an ex officio, nonvoting member, and elections of faculty members, and appointment and confirmation of the Committee officers, shall proceed as described in [Parts III-D-3 and III-E], provided however that the President of the Senate, may serve as Committee chairperson or co-chairperson, if so appointed by the immediate-past President and confirmed by the Committee and the Senate Executive Committee.

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ii. Functions. * * * *

~~Appointment of faculty members on the Student Course Feedback Oversight Committee (Policy 6-100-III-N).~~

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f. Senate Advisory Committee on Academic Policy

i. The Senate Advisory Committee on Academic Policy ("SACAP") is hereby established as a standing committee of the Academic Senate. The provisions described in [Parts III-D-3 and III-E] of this Policy as generally applicable for standing committees of the Senate apply for this

Committee, except as otherwise specifically described here. [User note: prior to 2018 the functions of this committee were divided among three separate Senate committees, including SACAP itself, the Senate Advisory Committee on Library Policy, and the Senate Advisory Committee on Salaries and Benefits. In 2018 the three committees and three sets of responsibilities were consolidated into this single SACAP committee. Also, prior to 2014 this committee was known as the Academic Policy Advisory Committee--APAC.]

ii. Membership and officers.

The membership of the Academic Policy Advisory Committee with full voting rights consists of nine tenure-line or career-line faculty members and three students. As with Senate standing committees generally, the terms of voting faculty members are three years and staggered so that an approximately equal number are elected each year, the Senate President or designee is an ex officio nonvoting member, and elections of faculty members and appointment and confirmation of Committee officers proceed as described in [Parts III-D-3 and III-E]. Student members shall be selected for one-year terms in accordance with Procedures established by the ASUU.

ii. Functions. The Committee is authorized to consider any matter relating to academic policy, broadly defined, including matters relating to academic activities of teaching and research, the University libraries (formerly a function of the Senate Advisory Committee on Libraries), and salaries and benefits of faculty and other academic personnel (formerly a function of the Senate Advisory Committee on Salaries and Benefits). It may consider any relevant matter which may be suggested by members of the Committee, members of the faculty, administrative officers, or students. The Senate Executive Committee, or the Senate, may refer to this committee any question or consideration of any proposal regarding academic policy which is not otherwise assigned to another committee of the Senate, or which may be benefit from study by this committee as well as another committee. Upon its selection of a subject for study, the Committee shall notify all interested agencies within the University, including standing committees, and invite their cooperation. For matters related to the University Libraries, consultation shall include the Libraries administrators, and for matters related to academic personnel salaries and benefits consultation shall include human resources administrators. At least once each academic year, the Committee shall submit a written report of its studies and recommendations, if any, to the Senate.

~~g. Senate Advisory Committee on Salaries and Benefits.~~

~~The Senate Advisory Committee on Salaries and Benefits ("SACSB") is hereby established as a standing committee of the Academic Senate. The provisions described in [Parts III-D-3 and III-E] of this Policy as generally applicable for standing committees of the Senate apply for this Committee, except as otherwise specifically described here. [User note: this committee was formerly known as the Annuities and Salaries Committee--ASC.]~~

~~i. Membership and officers.~~

~~The membership of the Committee with full voting rights consists of six tenure line or career line faculty members who shall represent the University faculty as a whole and not any~~

~~particular area or college. As with Senate standing committees generally, the terms of voting faculty members are three years and staggered so that an approximately equal number are elected each year, the Senate President or designee is an ex officio nonvoting member, and elections of faculty members and appointment and confirmation of Committee officers proceed as described in [Parts III-D-3 and III-E]. The Chief Human Resources Officer (or equivalent officer or designee) shall also be an ex officio nonvoting member of the Committee.~~

~~ii. Functions.~~

~~The Committee shall function in a research and advisory capacity and shall report to the Senate at least annually regarding its activities, and from time to time make recommendations to the Senate on matters relating to sabbatical leaves, salaries, salary schedules, cost of living, faculty retirement plans, annuities, health and life insurance, and other benefits. The Committee shall not, however, exercise budgetary or administrative powers in relation to these subjects. The Committee shall advise the administration on matters pertaining to salaries and benefits and report the advice they gave to the next regular meeting of the Senate. The Senate Executive Committee, or the Senate, may refer to this committee any question or consideration of any proposal regarding the topics listed above which is not otherwise assigned to another committee of the Senate.~~

gh. Senate Advisory Committee on Budget and Planning.

[User note: As of spring 2018 plans are underway to restructure the membership of this committee and modify its functions. A specific proposal to revise this section of Policy 6-002 is anticipated to be brought to the Senate during 2018-2019. Contact the Senate office for further information.]

The Senate Advisory Committee on Budget and Planning ("SACBP") is hereby established as a standing committee of the Academic Senate. The provisions described in [Parts III-D-3 and III-E] of this Policy as generally applicable for standing committees of the Senate apply for this Committee, except as otherwise specifically described here. [User note: this committee was formerly known as the Faculty Budget and Planning Advisory Committee--FBPAC.]

i. Membership and officers.

The membership of the Committee with full voting rights consists of eight tenure-line or career-line faculty members who shall represent the University faculty as a whole and not any particular area or college and not more than two may be from the same area or college. The terms of voting members are four years (rather than the typical three), and as with Senate standing committees generally, the terms are staggered so that an approximately equal number (two) are elected each year, the Senate President or designee is an ex officio nonvoting member, and elections of faculty members and appointment and confirmation of Committee officers proceed as described in [Parts III-D-3 and III-E], with the exception that nominations for members to stand for election to this committee (except nominations made from the floor during a meeting of the Senate) shall originate from the Senate Executive Committee rather than the Personnel and Elections Committee.

ii. Functions

The Committee may establish its own rules which shall provide that individual faculty members are entitled to submit information to the Committee, that no Committee member is permitted to participate in discussions or to vote on matters directly affecting the member's own

college or area, and that Committee members will hold in strict confidence all budget information which the Committee receives on a confidential basis from the University President or other administrative officers of the University.

The Committee should respond to directions from the Senate, while retaining the freedom to set its own agenda. The Committee's principal role is one of consultation with the University administration, and of presenting and arguing for the views and interests of the whole faculty in the administration's long-range academic and budgetary planning.

The Committee should strive to persuade the administration to make critical budgetary and academic policy decisions in as open and public a way as possible.

The Committee shall perform the functions assigned to it by applicable provisions of [Policy 6-313](#) (Terminations and Program Discontinuance- -Declaration of Financial Exigency)

~~i. Senate Advisory Committee on Library Policy.~~

~~The Senate Advisory Committee on Library Policy ("SACLP") is hereby established as a standing committee of the Academic Senate. The provisions described in [Parts III D-3 and III E] of this Policy as generally applicable for standing committees of the Senate apply for this Committee, except as otherwise specifically described here. [User note: this committee was formerly known as the Library Policy Advisory~~

~~Committee LPAC.]~~

~~i. Membership and officers.~~

~~The membership of the Committee with full voting rights consists of twenty four persons. Eighteen shall be tenured line or career line faculty members, with one representative from each of the eighteen Senate areas of representation (sixteen academic colleges, the University Libraries, and the Qualified Interdisciplinary Teaching Programs). Six shall be students (including at least one graduate student) selected by ASUU, serving one year terms. As with Senate standing committees generally, the terms of voting faculty members are three years and staggered so that an approximately equal number are elected each year, the Senate President or designee is an ex officio nonvoting member, and elections of faculty members and appointment and confirmation of Committee officers proceed as described in [Parts III D-3 and III E]. The directors of the Marriott Library, the Eccles Health Sciences Library, and the S.J. Quinney Law Library are ex officio, non-voting members of the Committee.~~

~~ii. Functions.~~

~~The Committee confers with and from a broad, university wide perspective advises directors of the Marriott Library, the Eccles Health Sciences Library, and the S.J. Quinney Law Library concerning library policies and practices including matters of operational policies, the development of existing holdings, and the expansion of existing facilities. It provides liaison between the libraries and the faculty and student body. It shall also bring before the Academic Senate matters affecting library needs, policy and administration that it deems appropriate for consideration by that body. The Committee reports to the Academic Senate and the cognizant senior vice presidents. The Committee shall report to the Senate at least annually regarding its activities.~~

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h. Senate Advisory Committee on Diversity.

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i. Senate Advisory Committee on Student Course Feedback

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ii. Senate Advisory Committee on Information Technology
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km. Senate Faculty Review Standards Committee
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2. Other Committees Established by the Senate.
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Report and Recommendations of the Senate Personnel and Elections Committee Regarding Certain Senate and University Committees

April, 2018

The P & E Committee was asked to review four committees whose membership was not repopulated last year due to various degrees of inactivity and questions being raised about the continued need for the committees. The P & E Committee was specifically requested to recommend whether the four committees should continue as presently constituted, be dissolved, or be reorganized. The four committees are the

Senate Advisory Committee on Budget and Planning;

Senate Advisory Committee on Library Policy;

Senate Advisory Committee on Salaries and Benefits; and

University Committee on Financial Aid and Scholarships.

The P & E Committee reviewed the meeting history of the committees, assessed the ongoing need for and purpose of the committees, considered whether the functions of the committees could better be met in another form and, to the extent available, sought the views of current and past committee chairs and members. The Committee also took into account the large number of faculty positions on the Committees (collectively 41) and the challenge in attracting sufficient faculty interest to populate the committees.

Based on the above, the P & E Committee recommends as follows:

1. The Senate Advisory Committee on Budget and Planning should be continued, but reorganized as outlined in Attachment A.
2. The Senate Advisory Committee on Library Policy should be dissolved as a separate committee and its function be consolidated into the Senate Advisory Committee on Academic Policy as outlined in Attachment B.
3. The Senate Advisory Committee on Salaries and Benefits should be dissolved, but its function should be addressed in one of two ways as outlined in Attachment C.
3. The University Committee on Financial Aid and Scholarships should be continued, but reorganized as outlined in Attachment D.

Each of these recommendations, if adopted, will require either a policy change and/or a revision of the Committee descriptions on the Senate web page.

Respectfully submitted,

Senate Personnel and Elections Committee

Professor Randy Dryer, Chair

Attachment B

Recommendation regarding Senate Advisory Committee on Library Policy

The P & E Committee determined that during the last calendar year the committee met for one hour on December 6, 2017 and that for prior years the Library Policy Committee met only sporadically and that meetings consisted primarily of brief reports from the Directors of each of the three University Libraries. Although membership consists of 18 faculty and six students, attendance at meetings has not been high. No major library issues impacting faculty have been discussed in recent meetings. The three library directors independently expressed the view that this committee is unnecessary in light of the multiple other ways for faculty to provide input on library policy or address any issues. The Eccles and Faust Libraries are relatively small libraries and librarians have daily interaction with faculty and issues are regularly and routinely addressed. The Marriot Library, which serves a larger faculty population, seeks regular faculty input on library issues and policies through various departments, collections and other ad hoc committees. The Marriott Library Director also has an open door policy and actively seeks and welcomes faculty input on library matters. She suggests that any major library issues impacting faculty could be addressed either directly with the Senate Executive Committee or by appointing an ad hoc committee. She cites the issue of library deselection as a recent example of a policy issue that was brought to the attention of the Senate for input before adoption.

The P & E Committee sees value in having a standing committee available to address major University-wide library issues or policies that may arise in the future, but believes this function could readily be served by **assigning this function to another existing standing committee, i.e. the Senate Advisory Committee on Academic Policy.**

The current chair of the Committee, Professor Courtenay Strong, believes the committee has served a useful function in providing a means for faculty and students to formally advise decision-making by library directors. Professor Strong supports this consolidation.

Attachment C

Recommendation regarding Senate Advisory Committee on Salaries and Benefits

The Senate Advisory Committee on Salaries and Benefits has been inactive for more than a year. The current chair, Karen Gunning, reports that Committee members express the view that the Committee has no budgetary power and that salaries are a function of department, college and central administration decision-making. They question the continued viability of the Committee in terms of providing appropriate and timely input on salary decisions, but do see merit in having faculty input on University-wide policy issues surrounding benefits. The chair reports that the University Human Resources Department currently has an existing benefits advisory committee with faculty on it and would support adding a representative from the Academic Senate or the Senate Executive Committee. Professor Gunning supports such an appointment.

The P & E Committee recommends that the Senate dissolve the existing Senate Advisory Committee on Salaries and Benefits and either (1) assign to the Senate Advisory Committee on Academic Policy the responsibility of providing faculty input regarding University-wide employment issues such as benefits or (2) assign and appoint a member of the Senate Executive Committee to the existing HR Benefits Advisory Committee and charge said person with representing the views of the Senate and acting as a liaison with the Senate Executive Committee.