

**PROPOSED AMENDMENT 2: Revision of Eligibility to Vote during Leaves of Absence
FINAL PROPOSAL**

Rationale.

Presently, faculty members on a leave of absence may retain the right to vote on personnel issues within their department. In order to retain this right, they must indicate in writing to the Academic Vice President the specific personnel issues for which they choose to retain the right to vote and an intention to keep informed about deliberations regarding those issues. They do not retain the right to vote in elections conducted by Faculty Council, such as elections of committee members and votes on revisions to the Faculty Handbook. Part of the reasoning for the original loss of voting rights during leaves of absence was likely that elections in the past were conducted by paper ballot, and it was impractical to include faculty distant from campus in the vote.

Given that the ease of communications has changed considerably since the handbook was first written, we are proposing that Faculty on leave for up to two consecutive semesters retain full voting rights. It is now easier for Faculty who are on leave to remain fully cognizant of developments on campus through the continuous notification process on voting matters through email. Faculty wishing to vote in personnel matters in their department can easily review materials distributed electronically, and can even video conference into the tenure and promotion meetings where personnel matters are discussed. While faculty can chose to not participate in departmental votes or votes conducted by Faculty Council, we feel that the right to vote during leaves of up to two semesters should be retained.

It is unusual for Faculty to have leave for more than two consecutive semesters. Denying voting rights for Faculty on leave for more than two consecutive semesters continues the current practice where Faculty may retain certain voting rights for a maximum of two successive semesters. (See Part Four Section VI B). Because voting rights will be automatically retained by Faculty on leave for up to two semesters the procedures for requesting voting privileges on personnel votes are eliminated from the handbook. Two sections require revision to effect this change.

Current Language

**PART ONE
ORGANIZATION OF THE FACULTY**

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II VOTING RIGHTS

Only members of the Faculty have the right to vote on matters entailing Faculty action in the operation of the University. Members of the Faculty in retired status are nonvoting members. Members of the Faculty on leave are nonvoting members unless they choose to retain the right to vote. (See Part Four, Section VI., A and B. 4.)

Proposed language

**PART ONE
ORGANIZATION OF THE FACULTY**

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II VOTING RIGHTS

Only members of the Faculty have the right to vote on matters entailing Faculty action in the operation of the University. Members of the Faculty in retired status are nonvoting members. Members of the Faculty on leave for up to two consecutive semesters are voting members. Members of the Faculty who extend their leave beyond two consecutive semesters are nonvoting members.

PART FOUR PERSONNEL POLICIES

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VI. LEAVES OF ABSENCE

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B. Procedures governing leaves of absence:

1. A leave must be formally petitioned in writing, by clearly setting forth the terms needed and the causes to be served by the leave. Such a petition should be addressed to the Academic Vice President through the chairperson or director and the appropriate dean.
2. Leaves of absence are granted upon the recommendations of departmental chairpersons or director, academic deans, and others concerned.
3. Leaves of absence are usually granted for a maximum of two successive semesters; in some instances they may be renewed on a year-to-year basis.
4. Faculty on leave may choose to retain the right to vote for a maximum of two successive semesters. Faculty members on leave must indicate in writing to the Academic Vice President prior to going on leave those department personnel issues for which they choose to retain the right to vote and an intention to keep informed about deliberations concerning those issues. Any extension of this right beyond two semesters must be approved by the Academic Vice President.
5. At the expiration of the leave, a written statement should make plain the extent to which the intended purposes were fulfilled.
6. Except as provided in the following or as allowed in individual instances, leaves are without pay from the University.
7. A Faculty member should be aware that fringe benefits do not automatically continue unchanged during a leave of absence.

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6. A Faculty member should be aware that fringe benefits do not automatically continue unchanged during a leave of absence.

In conducting Faculty Meetings, it is not possible for faculty on leave to be aware of what transpires in the meetings conducted on campus. In the past we have required a quorum of 20% of the voting faculty (i.e. 20% must be at the meeting to conduct a vote from the floor) to be present to vote on procedural amendments to proposals and whether to advance substantive issues to a written vote. The change in eligibility of faculty to vote requires that we exclude those on leave who are eligible to vote from this quorum, as they typically cannot be present at the meeting of the faculty. This proposed change is as follows:

Current Language

Proposed Language

**PART ONE
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VI. FACULTY MEETINGS

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D. Operating Procedures

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3. A quorum for passing procedural motions, amendments to proposals, and whether to advance substantive issues to a written vote of the full faculty consists of 20% of the voting Faculty who are eligible to vote.

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