

Rationale:

Last spring the Faculty was placed in the *de facto* situation of having to collectively negotiate its salaries, healthcare plan, and (potentially) other items in the absence of an effective mechanism to conduct such negotiation. The current design of the standing committees of the Faculty Council separates the elements of faculty compensation into two separate committees to the detriment of the Faculty. This separation worked against the Faculty (and the University as a whole) in the situation of Spring Semester 2009. In addition, the current structure of faculty governance lacks a standing committee or other location devoted to the study and recommendation of policy on matters related to issues of workplace equity.

The current design places “salary” in the hands of the Committee on Rank, Tenure, and Salary and places “fringe benefits” in the hands of the Committee on Finance. Issues such as equity in course-load reduction assignments go unattended among the standing committees. To address these issues, it is proposed herein that the current Finance Committee be abolished and that the current Rank, Tenure, and Salary Committee be changed to eliminate from its purview the subject of salary and give that charge, along with the current charges of the Finance Committee, to a new committee—the Committee on Finance, Faculty Compensation, and Work-Related Policies.

Further, to address the possibility of compensation negotiations that may well occur in the future, it is part of this proposal that members of the new committee be educated on matters related to “negotiation” and its conduct.

Motion to adopt this proposal includes the following order for implementation: Approval by Faculty Council of the motion to adopt the proposal will cause the Faculty Council to adopt the amendments to Appendix B indicated below and, thereby: create the new Standing Committee on Finance, Faculty Compensation, and Work-Related Policies of the Faculty Council; cause the elimination of the current standing Committee on Finance; and, change the name and duties of the current Rank, Tenure, and Salary. Further, current members of the Faculty Finance Committee will be invited by the Faculty Council Chair to serve out their terms on the Finance Committee as members on the new Standing Committee on Finance, Faculty Compensation, and Work-Related Policies. If any members of the Faculty Finance Committee choose not to serve on the new committee, elections will be held immediately to fill the remainder of the terms for those vacated positions.¹

¹ This will preserve the staggered nature of the committee members’ three-year terms of office.

Amendments to Appendix B of Faculty Constitution:

APPENDIX B

Standing Committees of the Faculty Council

- A. No change
- B. Committee on Policies for Rank, Tenure, and Promotion
 - 1. Composition: no change
 - 2. Duties:
 - a. Review and recommend policy on appointments, promotions, and tenure.
 - b. No change
 - c. No change
 - d. No change
 - e. No change
- C. No change
- D. Committee on Finance, Faculty Compensation, and Work-Related Policies
 - 1. Composition:
 - a. Five divisional representatives
 - b. Three at-large members
 - c. Committee chair from the Faculty Council
 - 2. Duties:
 - a. Become familiar with negotiation skills and collective bargaining from sources determined to be relevant by the committee chair, including course readings and expertise from faculty at JCU. Costs of training seminars or institutes—including registration fees, travel, and meals—will be requested from University funds.
 - b. When required, negotiate matters of compensation and work-related policies on behalf of the Faculty with appropriate administrators. Any agreement involving a reduction in compensation or an increase in workload is only ratified when approved in accordance with the relevant requirements of the Faculty Handbook. Failure on the part of Faculty to ratify a proposed agreement as written will require the Committee either to renegotiate or cease negotiations on the issue or issues in question.
 - c. Prior to any Faculty vote that may be required for ratification, the Committee will present negotiated agreements as proposals, along with the Committee's rationale and recommendations, at a general meeting of the Faculty.
 - d. Review and recommend policies for promoting and supporting competitive compensation and equitable working conditions. Matters concerning gender and diversity will be referred to the Gender and Diversity Committee; collaboration will be offered.

Proposal to create a new Standing **Committee of the Faculty Council on Finance, Faculty Compensation, and Work-Related Policies**

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- e. Create and maintain an archival record of negotiations between the Faculty and administration and the outcomes of those negotiations. Access to this archive will be available to all members of the Faculty.
 - f. Review and recommend policies for Faculty compensation (*e.g.*, salary and fringe benefits) and workload expectations (*e.g.*, advising load, course-load reductions).
 - g. Investigate other appropriate matters referred to it by the Faculty Council.
 - h. Report its findings and recommendations to the Faculty Council for possible action by the Faculty.
 - i. Submit an annual report of its activities to the Faculty.
- E. No change
- F. No change