WHEREAS, Article VIII, Section 1 of the Faculty Senate Constitution describes the Faculty Senate Standing Committees and their purposes; and

WHEREAS, faculty need clarity on the scope and responsibilities of these committees to provide equitable treatment and expedient resolution of complaints involving faculty; and

WHEREAS, the purposes and responsibilities of these committees require clarification and amendment to better serve faculty; and

WHEREAS, the proposed revisions clarify and emphasize the specific scope and authority of the Faculty Senate in the context of complaints involving faculty;

NOW, THEREFORE, BE IT RESOLVED that Article VIII, Section 1 of the Faculty Senate Constitution be revised per the following changes noted below in red.
**Current and Proposed Article VIII, Section 1 of the Faculty Senate Constitution**

**Current Article VIII, Section 1 of the Faculty Senate Constitution**

Standing committees and work groups are established to carry out the functions and operation of the Faculty Senate. The actions of all standing committees are subject to review by the Faculty Senate.

There are two types of Faculty Senate standing committees: external and internal. External Faculty Senate standing committees serve the needs of the faculty as a whole, report to the vice president of the Senate, are prescribed in The Faculty Handbook, and are summarized in the Faculty Senate Constitution (see below). Internal Faculty Senate standing committees serve the internal operations of the Faculty Senate, report to the operations officer, and are prescribed in Article XIII of the Faculty Senate Bylaws.

Faculty Senate standing committees and work groups may be established or revised upon recommendation of the Faculty Senate president, the cabinet, or a senator, and approval by the Faculty Senate. In addition to Senate approval, the establishment or revision of external Faculty Senate standing committees requires approval through the resolution process.

The Committee on Faculty Ethics receives and considers charges of violations of faculty ethics that involve the abuse of professional responsibilities as outlined in the principles of ethical behavior prescribed in The Faculty Handbook. It is the venue for the examination of possible violations of the standards for research, teaching, and appropriate behavior with colleagues and students that do not cross legal thresholds, such as behavior that is offensive but does not meet the standard for discrimination/harassment. The committee has an investigatory and reporting role.

The Committee on Reconciliation offers advice and counsel to faculty members who seek it, particularly in relation to disputes with immediate supervisors or university administrators. The committee has a designated role within the grievance process to assist in resolving disputes that are eligible for consideration as a grievance if so requested by the faculty member, and can help facilitate conversations between faculty members and their supervisors with the goal of reaching mutually agreeable solutions. Faculty members may also consult the committee regarding serious disagreements with immediate supervisors or other university administrators over issues that are not eligible for consideration within the grievance process. In contrast to the Faculty Review Committee, the Committee on Reconciliation operates informally as a facilitator, similar to the University Ombuds Office. It meets with the respective parties to determine if there is common ground for resolution of the matter, facilitating a solution that is agreeable to the principal parties and consistent with university policy and practice.

The Faculty Review Committee oversees the movement of grievances through the grievance process as prescribed in The Faculty Handbook, provides faculty review of faculty grievances that are not resolved at the college level, and considers appeals in the
promotion and tenure or continued appointment process when the provost does not concur with a positive recommendation from the University Committee on Promotion and Tenure or the University Committee on Promotion and Continued Appointment. The committee has an investigatory and reporting role.

**Proposed Article VIII, Section 1 of the Faculty Senate Constitution**

Standing committees and work groups are established to carry out the functions and operation of the Faculty Senate. The actions of all standing committees are subject to review by the Faculty Senate.

There are two types of Faculty Senate standing committees: external and internal. External Faculty Senate standing committees serve the needs of the faculty as a whole, in the preservation of academic freedom and the procedural integrity by which scholarly activities are evaluated, and in maintaining standards of professionalism. These committees report to the vice president of the Faculty Senate, are prescribed in The Faculty Handbook, and are summarized in the Faculty Senate Constitution (see below). Internal Faculty Senate standing committees serve the internal operations of the Faculty Senate, report to the operations officer, and are prescribed in Article XIII of the Faculty Senate Bylaws.

Internal Faculty Senate standing committees and work groups may be established, dissolved, or revised modified upon recommendation of the Faculty Senate president, the cabinet, or a senator, and approval by the Faculty Senate. In addition to Senate approval, the establishment, dissolution, or revision modification of external Faculty Senate standing committees requires approval through the resolution process.

The Committee on Faculty Ethics receives and considers charges of violations of faculty ethics that involve the abuse of professional responsibilities as outlined in the principles of ethical behavior prescribed in The Faculty Handbook. It is the venue for the examination of possible violations of the standards for research, teaching, and appropriate behavior with colleagues, and students, and other supervisees that do not cross legal thresholds, such as behavior that is offensive but does not meet the standard for discrimination/harassment. The committee has an investigatory and reporting role.

The Committee on Reconciliation offers advice and counsel to faculty members who seek it, particularly in relation to disputes with immediate supervisors or university administrators. The committee has a designated role within the grievance process to assist in resolving disputes that are eligible for consideration as a grievance if so requested by the faculty member, and can Its purpose is to help facilitate conversations between faculty members and their supervisors with the goal of reaching mutually agreeable solutions. Faculty members may also consult the committee regarding serious disagreements with immediate supervisors or other university administrators over issues that are not eligible for consideration within the grievance process. In contrast to the Faculty Review Committee, The Committee on Reconciliation operates informally as a facilitator, similar to the University Ombuds Office. It meets with the respective parties to
determine if there is common ground for resolution of the matter, facilitating a solution that is agreeable to the principal parties and consistent with university policy and practice.

The Faculty Review Committee oversees the movement of grievances through the grievance process as prescribed in The Faculty Handbook, provides faculty review of faculty grievances that are not resolved at the college level, and considers appeals in the promotion and tenure or continued appointment process when the provost does not concur with a positive recommendation from the University Committee on Promotion and Tenure or the University Committee on Promotion and Continued Appointment. The committee has an investigatory and reporting role.
2023-2024 Officers & Committee Chairs

President:
Janice Austin
Graduate School

Vice President:
Stephanie Trout
Scholarly Integrity and Research Compliance

Secretary/Treasurer:
Jennifer Jones
Agriculture and Life Sciences

Parliamentarian:
Chad Proudfoot
Extension

Immediate Past President:
Holli Gardner Drewry
TLOS

Communications Committee Chair:
Enrique Noyola
Human Resources

Elections and Nominations Committee Co-Chairs:
Leanna Blevins
Health Sciences & Technology

Scott Weimer
VT Roanoke Center

Policies and Issues Committee Chair
Nikki Connors
Analytics and Institutional Research

October 31, 2023

To: Vice President of Policy and Governance

From: A/P Faculty Senate Polices and Issues Committee

The A/P Faculty Senate Polices and Issues Committee has reviewed and approves/endorsed the Commission on Faculty Affairs Resolution 2023-24A to Revise the Faculty Handbook Regarding Faculty Senate Standing Committees.

We have no further comment.
2023-2024
EXECUTIVE BOARD

President: LaTawnya Burleson
Division of Information Technology
540/231-6381; latawnya@vt.edu

Vice President: Callan Bartel
Vice President for Finance
540/231-8688; callan9@vt.edu

Secretary/Treasurer: Kari Evans
Division of Human Resources
540/231-7784; tuckere@vt.edu

Parliamentarian: Frank Kerr
Grounds
fwk95@vt.edu

Past President: Serena Young
University Ombuds
540/231-9532; young7@vt.edu

STANDING COMMITTEES

Communications
Tamarah Smith, Chair
Summer & Winter Sessions
540/231-7327; tjsmith@vt.edu

Diversity, Equity, Inclusion, and Belonging
Tasia Persson, Chair
Liberal Arts and Human Sciences
tpersson@vt.edu

Elections and Nominations
Judy Taylor, Chair
Vice Provost for Faculty Affairs
540/231-9595; taylor1@vt.edu

James D. McComas Staff Leadership Seminar
Serena Young, Chair
University Ombuds
540/231-9532; young7@vt.edu

Policies and Issues
Amber Robinson, Chair
College of Science
540/231-7078; hamber08@vt.edu

ADHOC COMMITTEES

October 18, 2023

To: Vice President of Policy and Governance

The Staff Senate Committee on Policy and Issues has reviewed and approves CFA Resolution 2023-24A. We have no further comment.

Thank you,
Amber Robinson, Chair Staff Senate Policies and Issues Committee