



COMMITTEE ON RANK, SALARY, AND CONDITIONS OF EMPLOYMENT 2025-2026

Year Appointed	Last Year to Serve	First Name	Last Name	School / College	Department
22-23	27-28	Linda	Neider* (Chair since 2023)	Herbert Business School	Management
23-24	28-29	David	Chin	Engineering	Chemical, Environmental, and Materials Engineering
23-24	28-29	Batya	Elbaum	Education and Human Development	Teaching and Learning
25-26	30-31	Ronald	Jackson*	Communication	Communication Studies
25-26	30-31	Nicholas	Namias*	Miller School of Medicine	Surgery
19-20	27-28	Mitsunori	Ogihara*	Arts and Sciences	Computer Science
19-20	27-28	Shouraseni	Sen Roy	Arts and Sciences	Geography and Sustainable Development
(Senate Vice Chair; <i>ex officio</i> non-voting, according to <i>Faculty Manual</i> Section B4.11)					
Albert	Varon*	First Vice Chair, Faculty Senate		Miller School of Medicine	

* Indicates Senate Member

B4.11 The Committee on Rank, Salary and Conditions of Employment¹

The Committee on Rank, Salary and Conditions of Employment shall: (1) upon appeal by a member of the faculty from an unfavorable decision on promotion or salary, or EMERITUS title designation², certify to the President whether or not, in its opinion, an unjust decision has been made; (2) report to the Committee on General Welfare any evidence of gross injustice or favoritism; (3) recommend to the Senate legislation on these matters. The committee will not participate in the annual decisions on promotions or merit salary increases. The Chair of the Senate shall insure that, over a period of time, the membership of the committee reflects the social and professional diversity of the faculty. Only tenured full professors are eligible to serve on the Committee³. A Vice Chair of the Faculty Senate shall serve as an *ex officio* non-voting member.⁴

The committee shall, upon the request of a faculty member or the President, hear faculty-administrative problems relating to a faculty member's rights and duties under an employment contract or the unfavorable decision of an EMERITUS title designation decision, or the revocation of the faculty member's

¹ [#93002\(B\)](#)

² [#2019-60\(B\)](#)

³ [#2003-15\(B\)](#)

⁴ [#2003-04\(B\)](#)

EMERITUS status in the case that the individual has committed a serious infraction.⁵ The committee's jurisdiction shall include the powers to hear and to recommend to the Senate and to advise the President. The committee shall have the power after argument on a request to assume jurisdiction, or to refuse jurisdiction when the petition's resolution is not significant to the general welfare of the University or to the professional career of the affected faculty member.

The procedures the committee follows shall be written and public, and shall include the following requirements:

- (a) the committee's jurisdiction may only be invoked upon a written, factual request and⁶ only if four conditions have been satisfied, namely
 - i. all reasonable attempts at administrative resolution have failed as determined by the Chair of the Faculty Senate or the Chair of the Committee or by appeal of that determination to the General Welfare Committee filed with the Secretary of the Faculty Senate;
 - ii. the appeal is filed within 80 academic days of the action being appealed or within 60 academic⁷ days of the petitioner's reasonably being expected to have become aware of it, whichever is later. The time limit can be stayed if the petitioner has been making reasonable efforts to resolve the issues, where the reasonableness of these efforts shall be determined by the Chair of the Faculty Senate or the Chair of the Committee or by appeal of that determination to the General Welfare Committee filed with the Secretary of the Faculty Senate;
 - iii. the petitioner is not currently represented before the University by legal counsel regarding the same matter; and
 - iv. the petitioner is not currently pursuing an action before a court or non-university administrative body against the University regarding the same matter.
- (b) any petitioner may be advised by academic counsel;
- (c) the committee, or one of its members, shall take the responsibility of developing the facts of the situation;
- (d) any person affected by the situation may be given an opportunity to make an oral or written statement to the entire committee;
- (e) the committee shall receive relevant oral or written statements upon the request of any petitioner; and
- (f) The appropriate administrators shall make known to petitioners the basis of the adverse administrative decision so that petitioners can fairly present their position to the committee.

The Committee shall forward to the Chair of the Faculty Senate a copy of its recommendation to the President. The President shall communicate the decision on each recommendation to the faculty member concerned, to the Chair of the Committee, and to the Chair of the Faculty Senate.

The Committee may, but need not, communicate directly to the Petitioner regarding its recommendation. This power should ordinarily be used only where the recommendation to the President will not urge a change in the administrative action that was the subject of the petition. Any such communication will be forwarded to the Chair of the Faculty Senate, who must concur before it is sent to the petitioner.⁸

[Click here to view Standing Committee Guidelines](#)

⁵ [#2019-60\(B\)](#)

⁶ [#2002-01\(B\)](#)

⁷ [#2011-35\(B\)](#)

⁸ [#2009-16\(B\)](#)