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MEMORANDUM

To: Julio Frenk, President

From: Tomás A. Salerno
Chair, Faculty Senate

Date: April 24, 2019

Subject: Faculty Senate Legislation #2018-68(C) – Faculty Senate Committee on Rank, Salary and Conditions of Employment (CRSCE) Annual Report and Recommendations (to Amend *Faculty Manual Section: Personal Relationships*)

At its April 17, 2019 meeting, the Faculty Senate unanimously approved to accept the annual report and to amend the *Faculty Manual Section: Personal Relationships* as noted below.

Based on cases that had been considered by the committee over the past couple of years, and due to the increasing recognition of all forms of personal bias, this amendment to the *Faculty Manual* was approved so that these can be considered independent of or in conjunction with bias that emanates from amorous relationships.

Proposed *Faculty Manual* in addition as underline format:

BEGIN TEXT

Personal Relationships¹

The basic criteria for appointment, tenure, promotion, salary or other conditions of employment of faculty shall be appropriate qualifications and performance. Close personal relationships, whether through family, marriage or other basis, shall constitute neither an advantage nor a deterrent to appointment or advancement at the University, provided the individual meets and fulfills the appropriate University standards. When factors of a personal nature might influence an evaluator in a review of progress or performance, the evaluator shall withdraw from that review. This policy should be read independent of or in conjunction with the Policy Statement on Consensual Amorous, Romantic or Sexual Relationships Policy.

END TEXT


This legislation is now forwarded to you for your approval.

TAS/rh

cc: Jeffrey Duerk, Provost and Executive Vice President for Academic Affairs
Robert Johnson, Chair, Committee on Rank, Salary and Conditions of Employment

¹ #81011(B)

CAPSULE: Legislation #2018-68(C) – Faculty Senate Committee on Rank, Salary and Conditions of Employment (CRSCE) Annual Report and Recommendations (to Amend *Faculty Manual Section: Personal Relationships*)

APPROVED:  DATE: 5/28/19
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Faculty Senate

EFFECTIVE DATE OF LEGISLATION: IMMEDIATELY
(pending any additional approval by the Board of Trustees)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____



Committee on Rank, Salary and Conditions of Employment Annual Report and Recommendations 2018-2019

Members: Robert Johnson (Chair), Helen Bramlett, Tamara Lave, Tamay Ozgokmen, Sara Rushinek, Weizhao Zhao, *ex officio* non-voting member Linda Neider

The Committee on Rank, Salary, and Conditions of Employment has taken a decision on three (one non-reappointment and two salary) cases during the 2018-19AY. We are in the process of evaluating a fourth case on salary.

Based on cases considered over the past couple of years, and because of the increasing recognition of all forms of personal bias, we recommend that the *Faculty Manual* be amended so that these can be considered independent of or in conjunction with bias that emanates from amorous relationships.

Proposed *Faculty Manual* in underline format:

BEGIN TEXT

Personal Relationships¹

The basic criteria for appointment, tenure, promotion, salary or other conditions of employment of faculty shall be appropriate qualifications and performance. Close personal relationships, whether through family, marriage or other basis, shall constitute neither an advantage nor a deterrent to appointment or advancement at the University, provided the individual meets and fulfills the appropriate University standards. When factors of a personal nature might influence an evaluator in a review of progress or performance, the evaluator shall withdraw from that review. This policy should be read independent of or in conjunction with the Policy Statement on Consensual Amorous, Romantic or Sexual Relationships Policy.

END TEXT

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