

UNIVERSITY SENATE
UNIVERSITY AT ALBANY
STATE UNIVERSITY OF NEW YORK

Introduced by: Governance Council
Date: October 2010

Amendment RE: Chair of CPCA

IT IS HEREBY PROPOSED THAT THE FOLLOWING BE ADOPTED:

- That the proposed clarifying amendment of the University *Senate Charter*, as highlighted in boldface on the following page, be adopted.
- That this amendment go into effect in Fall 2011.

To add modify the Senate Charter, adding **X.7.1.7** as follows:

X.7. Council on Promotions and Continuing Appointments

X.7.1. Composition

X.7.1.1. At least eight and no more than twelve Teaching Faculty (of whom at least four must be Senators), from a balance of academic disciplines including the library.

X.7.1.2. One Professional Faculty member

X.7.1.3. One graduate student, who must be a Senator

X.7.1.4. One undergraduate student, who must be a Senator.

X.7.1.5. No more than 2 voting members selected from Faculty or Staff who are not students or Voting Faculty.

X.7.1.6 Staff support for the Council shall be designated by the Provost. [added by amendment 5/2/05]

X.7.1.7 The chair of the Council must have the rank of Professor or Full

Librarian

Rationale:

CPCA is the central mechanism at the University by which the Faculty through governance recommends to the President insuring highly qualified individuals for promotion and continuing appointment quality. It should set a high standard in terms of professional experience, achievement, and rank required of its members, particularly the chair of that Council. The chair of CPCA is influential in guiding the review and recommendation process by assigning cases to reviewers and directing case discussions. Professors have the greatest experience and have achieved an advanced rank through a peer review process and are therefore best able to perform the duties of chair. Standard practice in the academy is that outside reviewers of a tenure case be of equal or, preferably, higher rank than the candidate. If we do not hold that

standard within the promotion process at UA, we risk our reputation as an institution of higher learning and quality research.

Furthermore, only chairs of the full professor or full librarian rank are in a position of non-vulnerability, in that they have gone through all levels of promotion. To put an Associate or Assistant Professor, or Associate Librarian, Senior Assistant Librarian, or Assistant Librarian into the position of chair would unnecessarily expose their vulnerability. Therefore, in the interest of protecting associates and assistants, and not putting them in any position of jeopardy, it is proposed that only full professors and librarians be appointed as chair of CPCA.