

## University Faculty Organization Committee Report, November 20, 2017

The University Faculty Organization Committee met on Monday, November 6, 2017 to consider the issue of the moving to a two-year UFC Chair term. After carefully considering the benefits and disadvantages, UFOC has come to the following conclusion.

While it is advantageous to have continuity in leadership in representing the faculty to the administration and the Board of Visitors, requiring a multiple-year commitment from the UFC Chair may not be in the best interest of the faculty in the case of an unsuccessful leader. If the UFC Chair is not effective in that position, then the UFC Chair should only be in that position for one year versus two or more years.

UFOC recommends instead strengthening the Faculty Handbook language that already exists to make it explicit that the UFC Vice Chair will shadow the UFC Chair and succeed the Chair the following year, i.e., change the name of the Vice Chair position to Chair-Elect. Continuity in leadership can be assured and the Chair-Elect would have a year to prepare for being Chair.

If the UFC Chair is successful and would like to continue as Chair, s/he has the opportunity to serve again as Chair after the Vice Chair's term as Chair.

UFOC recommends the following specific recommendations for changes in Faculty Handbook language.

1. The Faculty Handbook Language in §2.3.5.2 be changed so that the position "Vice Chair" is replaced by "Chair-Elect."
2. The Faculty Handbook Language in §2.3.5.4 be changed to read "The UFC Chair, **Chair-Elect**, and Secretary **or their designees** represent the faculty in meetings with the President's Leadership Council and upon invitation with the Executive Committee of the Board of Visitors.
3. The Faculty Handbook Language in §2.3.5 be changed to read "From among its membership, the UFC annually elects the **Chair-Elect and the Secretary** at an organizational meeting to be held within 30 days of elections. Whenever practical, the officers should represent different colleges of the University."