

Faculty Executive Committee (FEC)
Revised Motion on *Faculty Handbook* Part Two, Article II, Section F.
Faculty Advisory Board (FAB) and Advisory Panel (AP)
February 29, 2008

REVISED MOTION:

The Faculty Executive Committee (FEC) moves that the Faculty of Skidmore College approve the following changes to Part Two, Article II, Section F of the *Faculty Handbook*, pending the Faculty's adoption of the newly-revised amended Part Six.

14. FACULTY ADVISORY BOARD (FAB) — Appointed

Function: To provide a pool of faculty peers to staff an Advisory Panel (AP, see below), which is convened in the formal investigation of a discrimination or harassment charge made against a member of the faculty.

Membership: Six ~~tenured~~ members of the faculty, at least four of whom must be tenured and two of whom may be untenured at the time of appointment, serving overlapping three-year terms. These members will be appointed by the FEC in consultation with the Vice President for Academic Affairs, and trained by Human Resources in matters of discrimination and harassment. Appointments will be based on an initial willingness-to-serve pool, the vote of the faculty, and, when necessary, the need for appointing a representative FAB. Members of the FAB may not serve concurrently on the CAFR, the CAPT, or the TRB.

Membership: Six ~~tenured~~ members of the faculty, at least four of whom must be tenured and two of whom may be untenured at the time of election, serving overlapping three-year terms. These members will be initially elected by the Faculty following a willingness-to-serve call, subsequently appointed by the FEC in consultation with the Vice President for Academic Affairs, and trained by Human Resources in matters of discrimination and harassment. Members of the FAB may not serve concurrently on the CAFR, the CAPT, or the TRB.

15. ADVISORY PANEL (AP) — Appointed

Function: To provide the Assistant Director for Equal Employment Opportunity and Workforce Diversity (ADEWD) with advice, suggestions, and comments during the formal investigation of a discrimination or harassment charge made against a member of the faculty; to

to review the ADEWD's final report and to ensure that the views of the AP are represented therein; to uphold the strictest standards of confidentiality both during and after an investigation. (See further Part Six, Article VII, Sections D, E, and F.)

Membership: Two members of the Faculty Advisory Board (FAB, see above) selected by the ADEWD, and subject to the following restrictions. A faculty member may not serve on an AP if he or she is from the same department, program, or office as the complainant or the respondent, has a conflict of interest, or is recused by either the complainant or the respondent. In such instances the ADEWD will select replacements from the FAB. If there are no eligible faculty remaining on the FAB, the Vice President for Academic Affairs and the Chair of FEC will provide replacements from the faculty at large; any such replacements

