

Faculty Personnel Policy

Faculty Unit Vote

Faculty Personnel Policy 2.10.7.B – Unit Meeting and Unit Vote (in pertinent part):

Only unit regular faculty in attendance may vote, except those tenure track, unit regular faculty who have not completed two (2) years of full-time, uninterrupted service as a unit regular faculty member (except as provided by Section 2.7.2). All unit regular faculty in attendance may vote on sabbaticals. No proxy or absentee ballots will be accepted. A vote means a yea or nay vote with abstentions counted as non-votes.

At least two thirds of the members of the unit regular faculty must be **present** for a valid vote on a motion regarding a personnel action to be taken. For the purpose of determining the **required quorum or majority**, the count of the number of the members of the unit regular faculty will not include the candidate or those absent because they are on sabbatical or approved leave of absence, those tenure track, unit regular faculty who have not completed two (2) years of full-time, uninterrupted service as a unit regular faculty member, **or those with a Conflict of Interest**. To pass, the personnel vote must be carried by a majority of the members of the unit regular faculty eligible to vote unless they are on sabbatical or approved leave of absence, or those with a Conflict of Interest. If a vote does not obtain the required majority for any reason, this will be reflected in the minutes of the meeting, and the process will continue on to the College Personnel Committee. (Emphasis added.)

Comment #1: The policy does not prohibit a faculty member on sabbatical, approved leave or who have paused the tenure clock from attending or voting. Their presence will be used to count towards a valid vote and for determining a majority. However, their absence cannot be used to count towards a valid vote or for determining a majority.

Comment #2: “Sabbatical” (Section 2.30.4) and “Approved Leave of Absence” (Sections 2.30.5 and 2.30.6) does not mean absence due to use of “Salary Continuation” (Section 2.30.3). In other words, a faculty member who is absent from a meeting at which a vote is taken due to the use of sick time (Salary Continuation) is still counted for purposes of determining a valid vote.

Comment #3: When calculating 2/3rds of a unit for “valid vote” purposes, any fractional number is rounded up to the next whole number.

Comment #4: According to Section 2.10.7.B., “a vote means a yea or nay vote with abstentions counted as non-votes.”

Comment #5: Not attending a meeting or abstaining from voting should be recorded in the minutes as absent or an abstention. The failure to attend and vote impacts the likelihood of a motion in favor of a personnel action.

EXAMPLES

1. Unit has 10 faculty members (nobody on sabbatical or approved leave of absence)
 - Valid vote is 6: 2/3rds of 9 (10 minus candidate)
 - Majority is 5 of 9
2. Unit has 10 faculty members (1 person on sabbatical; none on approved leave of absence)
 - Valid vote is 6: 2/3rds of 8 (10 minus candidate and person on sabbatical)
 - Majority is 5 of 8
 - Valid vote is 6: 2/3rds of 9 (if person on sabbatical attends)
 - Majority is 5 of 9 (if person on sabbatical attends)
3. Unit has 10 faculty members (2 persons on sabbatical; none on approved leave of absence)
 - Valid vote is 5: 2/3rds of 7 (10 minus candidate and 2 persons on sabbatical)
 - Majority is 4 of 7
 - Valid vote is 6: 2/3rds of 8 (if one person on sabbatical attends)
 - Majority is 5 of 8 (if one person on sabbatical attends)
4. Unit has 10 faculty members (2 persons on sabbatical; 1 person on approved leave of absence)
 - Valid vote is 4: 2/3rds of 6 (10 minus candidate and 2 persons on leave of absence)
 - Majority is 4 of 6 (if only 4 faculty, excluding the candidate, attended the unit meeting and one abstained from voting, this would not be considered a valid vote)
 - Valid vote is 5: 2/3rds of 7 (if one person on sabbatical attends)
 - Majority is 4 of 7 (if one person on sabbatical attends)
5. Unit has 10 faculty members (1 person with a Conflict of Interest and none on sabbatical; none on approved leave of absence)
 - Valid vote is 6: 2/3rds of 8 (10 minus candidate and person with Conflict of Interest)
 - Majority is 5 of 8
6. Unit has 10 faculty members (2 persons who are regular unit faculty but started after August 6, 2009 so they are ineligible to vote; none on sabbatical or on approved leave of absence)
 - Valid vote is 5: 2/3rds of 7 (10 minus candidate and 2 persons ineligible to vote)
 - Majority is 4 of 7