

LETTER OF AGREEMENT

Upon motion of the University Academic Senate and approved, as an interim policy, by a vote of 33-1, the following shall replace Chapter 4, Section 2.10.2.A Composition of the Faculty Personnel Committees for the 2004-05 academic year. To the extent Chapter 4, Section 2.10.2.A is not inconsistent with this Letter of Agreement, it shall be followed. It is the intention of Faculty Governance to develop a final policy during the academic year 2004-05.

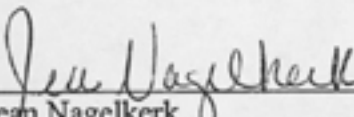
1. The College Personnel Committee for the Seidman College of Business shall be consistent with that as published in the "White" pages of the 2003-04 Faculty Handbook.
2. The College Personnel Committee for the College of Education shall be consistent with that as published in the "Green" pages of the 2003-04 Faculty Handbook.
3. The College Personnel Committee for the Kirkhof College of Nursing shall be consistent with that as published in the "Green" pages of the 2003-04 Faculty Handbook.
4. The College Personnel Committee for the Library shall be consistent with that as published in the "Green" pages of the 2003-04 Faculty Handbook.
5. There shall be three College Personnel Committees for the College of Liberal Arts and Sciences. Additional members will need to be elected to replace representation lost due to the reorganization of units moved to other Colleges.
 - a. The College Personnel Committee of the cluster of units (Art & Design, Classics, School of Communication, English, History, Modern Languages & Literatures, Music, Philosophy, and Writing,) shall be consistent with that as published in the "White" pages of the 2003-04 Faculty Handbook for the Arts and Humanities Division.
 - b. The College Personnel Committee of the cluster of units (Anthropology, Geography/Planning, Political Science, Psychology, and Sociology) shall be consistent with that as published in the "White" pages of the 2003-04 Faculty Handbook for the Social Sciences Division.
 - c. The College Personnel Committee of the cluster of units (Biology, Biomedical/Health Science, Chemistry, Geology, Mathematics, Movement Science, Physics, and Statistics) shall be consistent with that as published in the "White" pages of the 2003-04 Faculty Handbook for the Science and Mathematics Division.

6. The College of Community and Public Service shall have a College Personnel Committee composed of five (5) regular faculty members elected from within the College, with not more than two (2) regular faculty members being from the same school/department in the College. The Dean or designee shall serve as an ex officio member without the right to vote.
7. The College Personnel Committee for the College of Health Professions shall be composed of five (5) regular faculty members; two (2) regular faculty elected from the regular faculty in the College and three (3) regular faculty members elected from and by the regular faculty in the appropriate disciplines to be determined by the Provost in consultation with the Dean of the College. The Dean or designee shall serve as an ex officio member without the right to vote.
8. The College Personnel Committee for the Padnos College of Engineering and Computing shall be composed of six (6) tenured faculty members elected by the faculty (2 from the School of Engineering, 2 from the School of Computing and Information Systems, and one alternate from each School.). The Dean shall serve as an ex officio member without the right to vote. The membership from the School of Engineering shall be two (2) members and one (1) alternate but not more than one (1) faculty member from each program. The membership from the School of Computing and Information Systems shall be two (2) members and one (1) alternate but not more than two faculty members from each program.
 - a. The voting members for any personnel action are the two (2) members from the school of the faculty member being considered, and the two (2) members plus the alternate member from the alternate school.
 - b. All regular faculty members will be eligible to vote for members to the College Personnel Committee.
9. In all of the Colleges, the recommendation of the College Personnel Committee is submitted to the Dean of the College.
10. In all of the Colleges, there must be at least one minority faculty member and one faculty member of each gender on the College Personnel Committee.
11. This Letter of Agreement shall be included as an interim policy in the "Green" pages of the 2004-05 Faculty Handbook.
12. Each regular faculty who will be a candidate for a personnel action during academic year 2004-05 shall be sent a letter explaining the interim faculty personnel process.

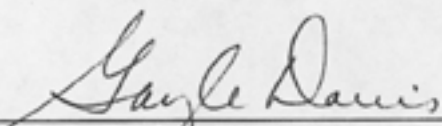
It is further understood that the University Academic Senate will take up the matter of College Personnel Committees beginning in the fall semester 2004 with the intention of approving a final policy regarding the composition of College Personnel Committees including, but not limited to, such issues as:

1. Whether only tenured faculty may serve or tenure track may serve,
2. Whether Deans and/or Associate Deans may be members, ex officio without the right to vote,
3. The requirement of diversity on the College Personnel Committee and what that means,
4. Whether there will be a requirement of faculty outside the College to serve on a College Personnel Committee and to which Colleges will such a requirement apply, and
5. How the College-level Personnel Committee(s) will be organized within the College of Liberal Arts and Sciences.

This Letter of Agreement is approved this 20th day of July, 2004.



Jean Nagelkerk
Chair, University Academic Senate



Gayle R. Davis
Provost and Vice President for Academic Affairs