COMMITTEE ON RULES AND JURISDICTION
REPORT TO THE RIVERSIDE DIVISION
NOVEMBER 21, 2002

Proposed Change in Bylaw 8.7.1

To be adopted:

**PRESENT:**

8.7 Charges (En 5 Jun 75)

8.7.1 This committee consists of seven members, at least two of whom shall be untenured.

8.7.2 . . . remainder unchanged

**PROPOSED:**

8.7 Charges (En 5 Jun 75)

8.7.1 This committee consists of seven members.

8.7.2 . . . remainder unchanged

**Justification:**

The often complex and sensitive nature of cases heard by the Charges Committee renders untenured junior faculty vulnerable in several ways. Time investment in preparation for hearing cases, and attendance at lengthy hearings, may become a significant burden for Assistant Professors whose first priority should be research productivity. Moreover, junior faculty may feel compromised in their ability to render delicate and difficult decisions on tenured faculty; the remote possibility exists that a senior faculty member could be involved in future personnel decisions, such as membership on an ad hoc committee or on the Committee on Academic Personnel. The proposed change does not abolish membership of junior faculty on the Charges Committee; rather, the strict requirement for junior faculty membership is eliminated.

The Committee on Rules and Jurisdiction finds the wording consistent with the Code of the Academic Senate: May 8, 2002