

Know Your Rights!

Faculty Governance and Your Faculty Advisory Body

Article VI, Section 2.A of the [CBA](#) makes clear that “the Faculty are uniquely qualified to participate in the governance of the University, particularly with respect to academic matters.” Section 2.B goes on to state that the procedures and committees set out in the CBA, while not exclusive, “shall be maintained as the minimum apparatus for providing Faculty participation in academic affairs of the University” (emphasis added). Departmental/School FACs, CACs of Colleges without Departments/Schools, and campus FCs form the grass roots level of Faculty governance. [See CBA, Article VI]

- **Your FAC/CAC/FC is “the primary advisory and recommendatory body” to your local administrator on academic matters central to the unit’s mission.**
- **Such matters include but are not limited to:**
 - Issues concerning reappointment, tenure, promotion, and dismissal
 - Appointment of new faculty, including issues of rank and salary parameters
 - Performance reviews of full-time non-tenure track faculty
 - Allocation or re-allocation of faculty positions and academic staff positions
 - Program development, restructuring, and/or discontinuance
 - Evaluations relating to faculty salary increases and other salary adjustments
 - Departmental planning and budget priorities, including review of requests for new funding and allocation of discretionary resources
 - Selection and structure of committees, including search committees
 - Issues relating to teaching assignments and class schedules including appropriate application of workload equivalencies
 - Faculty professional improvement (sabbatical), research, and other leaves
 - Procedures for review and appropriate revision of unit handbooks
 - Issues related to the advising and retention of students
- **The local administrator is required to notify the FAC/CAC/FC of his/her decision with respect to any matter on which the body has been consulted.**
- **The local administrator must “indicate the substance of pertinent [FAC/CAC/FC] advice” in written recommendations to higher academic officers.**

While local administrators are not obligated to concur with the advice and recommendations they receive from the Faculty advisory body, good administrators know that frequently acting against the recommendation of the Faculty advisory body can be damaging to morale and may interfere with the unit’s ability to best fulfill its academic mission.

If you believe that your Faculty advisory body is being bypassed on a matter central to the academic mission of your unit, **contact AAUP-KSU at (330) 673-9118 or office@aaupksu.org.**