

To: Shared Governance Committee

From: Jesse Coale, CSHLA CPC Chair, Jack Carnell, CABE CPC Chair, Maribeth Kradel-Weitzel, KDEC CPC Chair, and Valerie Hanson, UPC Chair

Date: April 2, 2015 (resubmitted by C. Griffen on February 4, 2016)

Re: Proposal to change terms of College Personnel Committees

**Motion:**

We propose to change the length of the current CPC term from two years to four years, with no one serving more than one consecutive term; we also propose to initiate a staggered term for membership, as is currently practiced with the UPC. We also propose a similar election cycle for CPC chairs as is done with the UPC.

**Rationale:**

When the current shared governance committee structure was designed, the College Personnel Committees were designed to take on complex and important responsibilities for managing the processes that all candidates for contract renewal and promotion as well as sabbaticals went through. Chairs and committee members deserve more mentorship and abilities to pass on knowledge—some confidential due to the nature of the committee work.

The University Personnel Committee's four-year membership and staggered structure allow for such mentorship and ability to pass on knowledge while the processes are underway, and we propose that the University's shared governance structure be altered to allow for the College Personnel Committees to operate in the same way.