

Faculty Executive Committee (FEC)
April 25, 2008

Motion on FEC-eligible Status of Phased Retirees

The Faculty Executive Committee (FEC) moves that the Skidmore College *Faculty Handbook* be amended as follows:

Part One, Article XX. Faculty Governance:

...All the faculty as herein defined are expected to attend Faculty Meetings and are eligible to vote: all full-time members of the Faculty ([including those on phased employment](#)) and faculty holding shared appointments at the rank of Assistant Professor or above....

Part Two, Article I. (sub-)Article I. The Faculty Meeting:

C. Eligibility to Vote

1. All the faculty as herein defined are expected to attend Faculty Meetings and are eligible to vote:

a. all full-time members of the Faculty ([including those on phased employment](#)) and faculty holding shared appointments at the rank of Assistant Professor or above.

Part Two, Article II, Committees of the Faculty:

A. Voting rights and eligibility: Only full-time members of the teaching or library faculty ([including those on phased employment](#)) eligible to vote at Faculty Meetings (see Part One [Faculty Rights and Responsibilities], Article XX [Faculty Governance]) may vote for, or serve as, faculty representatives on elective or appointed committees; administrators with faculty status are not eligible.

RATIONALE: All three amendments clarify that faculty phasing from full-time employment (a.k.a. “phased retirees”) will be considered full-time members of the Faculty for the purposes of so-called “FEC-eligibility”: that is, for serving on committees and voting in elections and at Faculty Meetings.

These amendments are consistent with the College’s official policy on tenured phased retirees, which reads as follows:

2. Tenure: A tenured faculty member who participates in the Program shall be considered a full-time member of the faculty in good standing and shall retain all

rights, privileges and responsibilities including community service; he/she hereby relinquishes his/her tenure and gives notice of retirement, both of which shall commence at the conclusion of the phased employment period.

3. Voting Privileges: The participant retains such voting privileges as previously enjoyed.

(Skidmore College Phased Employment Program: Program Description III.E, "Implications.")

The language for the *Faculty Handbook* expands on the College policy by confirming that all faculty retirees phasing from full-time employment have FEC-eligibility, regardless of whether or not they are tenured.