October 27, 2014

To: Faculty Assembly

From: Personnel Policies Council

Re: Old business (by-laws changes)

1. Appendix D: Promotion and Discretionary Salary Increases

**Motion:** Change so that it deals only with promotions

Current Text: see <http://www.oswego.edu/academics/faculty/assembly/bylaws.html>

**Rationale:**

1. Promotion and DSI are two different processes. Having a separate appendix for each will eliminate some confusion.
2. Under the current contract, DSA is a separate pay not added to base pay, as promotion is.
3. Promotion is a stock variable (cumulative), and discretionary salary changes are flow (discrete time period).
4. **Motion:** Add Appendix E: Discretionary Salary Increases (DSI) and Discretionary Salary Awards (DSA)

Proposed Text: (See electronic version)

**Rationale:**

1. Evolution of contract and rightful inclusion of part-time faculty require separate process, and language.
2. Under current contract, lump sum (DSA) is not cumulative; therefore documentation should be a less onerous process.
3. **Motion:** Eliminate Article XXIV Academic Outreach Council

Current Text:

Section 1. Ex-Officio Members

The Dean of Extended Learning, the Coordinator for Summer Sessions, the Dean of Graduate Studies, the Director of the Center for Business and Community Programs, and the Registrar.

Section 2. Functions

1. The council shall promote initiatives to develop programs in Continuing Education, Distance Learning, and related areas.
2. The council shall raise questions and recommend solutions on matters concerning all aspects of academic outreach.

**Rationale:**

1. Recommendation of Task Force on Shared Governance, Committee Structure and Collaboration.
2. Curricular and other matters should be attended to through existing councils such as UCC, PPC or APC.
3. Academic outreach should have the same standards and requirements as all other courses and programs. We need a seamless governance structure for all courses, whether they are in person, hybrid, or online.