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ATTACHMENT # 2

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To: Faculty Governance Committee
From: Richard D. Ringeisen *Rich*
Vice Chancellor for Academic Affairs

Brenda Killingsworth *Brenda Killingsworth*
Faculty Chair

Date: November 10, 1999

Re: Faculty Manual Interpretation

At the last meeting of the Faculty Governance Committee we were asked to propose an interpretation concerning notification to the faculty member in the event of non-concurring personnel recommendations. It is our opinion that the faculty member should be informed of both concurring and non-concurring recommendations at every level, beginning with the unit administrator's recommendation and continuing up to the level where the final decision is made.

The wording in Appendix D, Section IV. H. is clear that the candidate is informed of concurring recommendations.

Immediately after the completion of each level of administrative review, the administrator's recommendation shall be communicated to all appropriate lower administrators, **the candidate**, and the committee of the unit which made the initial recommendation.

Whether the candidate is to be informed is not clear for non-concurring recommendations. Since the candidate would be informed if the administrator concurred, the candidate would know that the administrator did not concur if s/he was not informed of the decision. Since the candidate would know the decision, it seems ridiculous not to communicate non-concurrence.

We will respond if the Faculty Governance Committee has questions about this interpretation.