



1
2 **A RESOLUTION BY THE PITZER STAFF COUNCIL**

3
4 **Topic: A RESOLUTION REQUESTING FACULTY HANDBOOK CHANGES: A**
5 **NAME CHANGE, EQUAL VOTING RIGHTS, AND REPRESENTATION ON THE**
6 **DIVERSITY COMMITTEE**

7
8 **Introduced:** January 25, 2017

9 **Author(s):** Kirsten Carrier & Dana Pike (Co-Chairs), Carlos Alvarez, and Dan Hirsch

10 **Approved:** (At February 8, 2017 meeting)

11
12 **Topic:** A Pitzer Staff Council resolution requesting faculty handbook changes. These
13 changes include changing SCR's name to Staff Council, requesting an official Staff
14 Council representative on the Diversity Committee, and asking for equal voting rights for
15 Staff Council representatives who serve on College Governance Committees and who
16 vote at College Council.

17
18
19 **WHEREAS,** Pitzer College has a robust history of shared and community governance,
20 and Staff Council is an integral part of the shared governance structure at Pitzer; AND

21
22 **WHEREAS,** Pitzer College's Mission Statement says:

23 *Pitzer College produces engaged, socially responsible citizens of the world*
24 *through an academically rigorous, interdisciplinary liberal arts education*
25 *emphasizing social justice, intercultural understanding and environmental*
26 *sensitivity. The meaningful participation of students, faculty and staff in*
27 *college governance and academic program design is a Pitzer core value.*
28 *Our community thrives within the mutually supportive framework of The*
29 *Claremont Colleges, which provide an unsurpassed breadth of academic,*
30 *athletic and social opportunities.*

31 **WHEREAS,** Elected Staff Council representatives are currently not able to enjoy
32 "meaningful participation" in college governance and the academic program design
33 process; AND

34
35 **WHEREAS,** the Staff Council representatives on College Governance Committees and
36 College Council represent qualified stakeholder voices who are knowledgeable, invested
37 in the College's long-term success, and fully engaged in the decision making process;
38 AND

39
40 **WHEREAS,** the *Campus Climate Focus Groups 2015-2016 Factor Mapping* document
41 created by the Office of Institutional Research and Assessments, under the area of "Least
42 Enjoyable Aspects of Experiences at Pitzer College" points to staff's "Limited voting

43 power in committees and College Council” and points to the issue of “Shared
44 Governance out of balance”; AND

45
46 **WHEREAS**, the Faculty Handbook, under Bylaws of Faculty, Staff and Student
47 Governance, currently states the following:

48
49 *ARTICLE II: The College Council Meeting*
50 *Section 2.1 Composition. (p.2-3)*
51 *(c) For matters of an academic nature or that concern conditions of staff*
52 *employment and salaries, the voting members will be limited to faculty and*
53 *student members.*
54 *(d) For matters that deal with all other issues, all members of College*
55 *Council will be eligible to vote.*

56
57 *Section IV. Governance*
58 *F.1 (p.11) Staff Council Representative, currently appointed (voting only*
59 *on nonacademic issues such as non-academic facilities planning, non-*
60 *academic space allocation, non-academic staffing levels or grant*
61 *opportunities requiring the participation of staff)*

62
63 *Section IV.F.4. (p. 15) i. Two staff, non-senior, non-voting, selected by the*
64 *Staff Council of Representatives.*

65
66 **WHEREAS**, Pitzer’s Diversity Committee has had the practice of having a Staff Council
67 representative actively participate for the past three years, but this position has never
68 officially been recognized in the Faculty Handbook;

69
70 **THEREFORE BE IT RESOLVED** that the Pitzer Staff Council requests that the
71 Faculty and College Council vote to approve amendments to the Faculty Handbook to
72 give Staff Council representatives equal voting rights on all decisions made on the
73 college governance committees they are appointed to, and at College Council, and an
74 official position on the Diversity Committee; AND

75
76 **BE IT FURTHER RESOLVED** that Staff Council should be involved in drafting the
77 amended language to the Faculty Handbook; AND

78
79 **BE IT FINALLY RESOLVED** that Staff Council will send this resolution to the
80 President, Faculty Executive Committee, for consideration on the next Faculty meeting
81 agenda, and Student Senate, for consideration on the next Senate meeting agenda.

Kirsten Carrier & Dana Pike, Staff Council Co-Chairs