TO:      PRESIDENT ALBERT W. BROWN
FROM:    THE FACULTY SENATE
RE:      I. Formal resolution (Act of Determination)  
         II. Recommendation (Urging the fitness of)  
         III. Other (Notice, Request, Report, etc.)
SUBJECT: Motion: To adopt the Faculty Charter as presented.
          Motion carried. Vote: 18 yes, 3 no.

Signed  [Signature]  Date Sent: 4/28/69
(For the Senate)

TO:      THE FACULTY SENATE
FROM:    PRESIDENT ALBERT W. BROWN
RE:      I. DECISION AND ACTION TAKEN ON FORMAL RESOLUTION
         a. Accepted. Effective Date: 5/1/69
         b. Deferred for discussion with the Faculty Senate on
         c. Unacceptable for the reasons contained in the attached explanation
II, III. a. Received and acknowledged
        b. Comment: Exception: that nothing in this clause
              shall be contrary to any regulations set by the Board of
              Trustees which affect our faculty in the future
DISTRIBUTION: Vice-Presidents:
              Others as identified:

Distribution Date: 5/7/69  
Signed: [Signature]  President of the College
Date Received by the Senate:
1. **Freedom of Expression**

   A faculty member shall be as free as any other citizen to write or speak on any subject which interests him.

2. **Research**

   Neither faculty nor administrative research policy shall preclude a faculty member from following his own research interests.

3. **Freedom of Association**

   Faculty members shall be as free as other persons to organize for the protection of group interests or to participate as private citizens in other organizations.

4. **Tenure Rights**

   Failure to meet professional standards as judged by his peers shall be the only cause, with the exception of retrenchment, for dismissal of tenured faculty members.

5. **Personnel Records**

   a. With the exception of letters of recommendations related to initial appointment, faculty members shall have full access to all written records in their personnel files.

   b. The faculty member shall have the right to challenge any material filed, and his answers shall be attached to the file copy. If proved false or irrelevant, the material shall be removed.

   c. No records of faculty members are to be released to a source outside State University of New York without the faculty member's consent.

   d. The Academic Vice President may, at his discretion, approve the release of anonymous data based on faculty records for research purposes only.

6. **Participation**

   a. Procedures shall be established to ensure an opportunity for faculty participation in determining educational policy at all levels of the college.

   b. This includes the appointment and removal of academic staff, department heads, deans, principal administrative officers, and presidents.
7. **Department Rights**
   
a. A procedure shall be established for registering votes of confidence in department chairman.

b. Department chairman shall inform faculty of criteria for determining teaching load and meritorious performance.

c. Faculty shall not be required to teach courses outside their competence and shall not be assigned a course to teach without prior consultation.

8. **Classroom Rights**
   
a. A faculty member shall have the right to dismiss a student from his class for conduct which interferes with the learning process.

b. Evaluation visits to another faculty member's classroom shall be arranged by advance consultation with the faculty member concerned.

9. **Disclosure of Beliefs**
   
a. The giving of information about another faculty member's or students' beliefs or associations without the person's permission shall be considered in violation of professional ethics.

b. However, where there is substantial evidence of perversion of the academic process a committee of faculty may inquire into the professional campus conduct arising from such beliefs.

10. **Due Process**
    
    A faculty member shall have the right to be heard in any cases in which he is charged with misconduct and the right to challenge any other decisions which affect him. Procedures for hearing and challenge shall be in conformity with due process of law.

11. **Amending the Charter**
    
    This charter may be amended by a two-thirds vote of the Faculty Senate.