



SMITH COLLEGE

Code of Faculty Governance

2024–2025

***CODE OF FACULTY GOVERNANCE
AT SMITH COLLEGE***

July 1, 2024

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Preamble

The governance of Smith College is an enterprise shared among the Board of Trustees, the faculty, the administration, the students and the staff of the college. As an integral part of that shared governance, the rights and responsibilities of the faculty as granted by the Board of Trustees are described in this *Code of Faculty Governance*, in the *Policy of Appointment, Reappointment Promotion and Tenure*, and in the *Rules of the Faculty*. Moreover, the Board recognizes that the right of academic freedom, as it is set out in the Statement of Academic Freedom and Freedom of Expression¹, is critical to the educational mission of the college. The primary powers and duties of the faculty in the shared governance of the college include: fixing the requirements of admission, the courses of study, and the conditions of graduation; establishing rules and methods for the conduct of the educational work of the College; ascertaining the proficiency of students; determining the award of academic honors; recommending candidates for degrees to the Board of Trustees; and making such general regulations for the academic well-being of the students as shall not contravene the articles of incorporation, or the by-laws or any action of the Board of Trustees.² Through the agency of the Committee on Tenure and Promotion, the faculty recommends to the Board the appointment of faculty to the permanent staff and the promotion of faculty through the ranks. Through the agency of the Committee on Academic Priorities, the faculty recommends to the President the allocation of faculty positions among the college's departments and programs. Yet additional powers and duties may from time to time be granted by the Board to the faculty through the Board's approval of the provisions of this *Code*, the *Policy*, and the *Rules of the Faculty* appended to this *Code*.

We govern best when we govern together. In carrying out its responsibilities, therefore, the faculty strives to be as inclusive as possible of all members of the faculty. The meetings of the faculty and the work of the committees of the faculty—elected, appointed and *ad hoc*—provide opportunities for all members of the faculty to engage in the governance of the college and all members are encouraged to participate fully in faculty governance. Moreover, the faculty strives to exercise its responsibilities in collaboration with the other members of the college community—administration, students and staff—consistent with, but not limited to, the formal provisions of the *Code* and the *Policy*, and of other documents granting rights and responsibilities to the other constituents of the college.

Changes in the external and internal environment of the college may require that the provisions of this *Code*, and of the *Policy* and the *Rules* be modified from time to time. Such modifications should generally arise from the faculty and the procedures for amending the *Code*, the *Policy* and the *Rules of the Faculty* are specified in section III.B.3 of this document.

In all matters concerning appointment, reappointment, promotion, and tenure, the provisions of the *Policy of Appointment, Reappointment, Promotion, and Tenure* take precedence over any of those in the *Code* or the *Rules*. Special schools or special educational undertakings may be established by vote of the Trustees which shall be deemed a part of the work of the College, but which may have separate administrative officers and staffs accountable directly to the President and the Trustees and not subject to the control of the faculty.³

¹ Section I of this *Code*

² See By-laws of the Trustees of Smith College, Article VIII, Section 3

³ See By-laws of the Trustees of Smith College, Article IX, Section 1

Definitions

Throughout this *Code*:

Members of the *tenure-track faculty* are those persons on appointments leading toward consideration for tenure. Members of the *permanent faculty* are those holding tenure of office. Together, these constitute the *ladder faculty*.

Members of the *non-tenure-track faculty* are senior lecturers, lecturers, senior laboratory instructors, laboratory instructors, visitors, professors in residence, and lecturers and professors of practice.

academic freedom refers to Smith College's understanding of the term as expressed in its Statement of Academic Freedom and Freedom of Expression, in section I of this *Code*.

chair denotes a chair of a department or a program.

provost refers to the provost and dean of the faculty.

unit refers to an academic department or program

Section I

**STATEMENT OF ACADEMIC FREEDOM AND FREEDOM
OF EXPRESSION**

STATEMENT OF ACADEMIC FREEDOM AND FREEDOM OF EXPRESSION⁴

Smith College is “committed to creating an inclusive, equitable and accessible educational community founded on the free and open exchange of ideas.”⁵ Among the central purposes of such a community are the acquisition and transmission of knowledge, cultivation of the creative and critical faculties of the human intellect, expression of ideas and emotions through the arts, and the development of aesthetic sensitivity and appreciation. Academic freedom is of paramount value in such a community. As stated by the AAUP, “[i]nstitutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition. Academic freedom is essential to these purposes and applies to both teaching and research.”⁶

Accordingly, the faculty of Smith College may pursue freely any subject of intellectual or artistic inquiry and shall not be subject to censorship, discipline or intimidation. Faculty are entitled to full freedom in creative work and research, and in sharing the results through publication, performance and exhibition. In the classroom, faculty are similarly free to determine the relevant content and manner of learning for the subject matter of their expertise, consistent with professional standards. “Academic freedom in its teaching aspect is fundamental for the protection of rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.”⁷ The academic freedom of teachers carries with it “special responsibilities”⁸ to observe professional ethics, as noted in the AAUP’s 1966 Statement on Professional Ethics. Faculty are also entitled to speak out on matters of institutional governance.

When members of the faculty speak or act as individuals and not as representatives of Smith College, they may write and speak on any matter and be free from punitive action by the College. Faculty members should be aware, however, “that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others and should make every effort to indicate that they are not speaking for the institution.”⁹

Academic freedom pertains to students as well as faculty. AAUP policy defines students’ freedom to learn as “depend[ing] upon appropriate opportunities and conditions in the classroom, on the campus, and in the larger community.” Like faculty, “students should exercise their freedom with responsibility.”¹⁰

Allied to the concept of academic freedom, Smith College endorses freedom of thought and expression in accordance with the laws and Constitution of the United States. In the College, as in society as a whole, freedom of speech and expression is not absolute: speech that is libelous, slanderous, incites to riot or is unlawfully harassing is not protected. In addition, speech directed at persons with intent to cause substantial injury is not protected by academic freedom. Further, in accordance with applicable law and Smith College values, members of the Smith community are expected to maintain an environment that ensures equal opportunity to pursue learning for all its members. For the School for Social Work, freedom of speech and

⁴ Adopted by the Faculty and approved by the Board of Trustees on February 24, 2018.

⁵ Mission of Smith College <https://www.smith.edu/about-smith/smith-history/mission>, retrieved 2017.11.14

⁶ AAUP Policy on Academic Freedom, 1940, as amended 1970, <https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>, retrieved 2017.11.14.

⁷ Id.

⁸ Id.

⁹ Id.

¹⁰ AAUP Joint Statement on Rights and Freedoms of Students, <https://www.aaup.org/report/joint-statement-rights-and-freedoms-students>, accessed 2018.1.26.

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expression is informed additionally by the accreditation standards of the Council on Social Work Education and by the Code of Ethics of the National Association of Social Work.

Freedom of speech and expression extends to invited guests of the College. Once members of the Smith community extend an invitation, others may not abridge the speaker's freedom of expression. Opponents of a speaker, in the same light, may make their views known in various ways consistent with the College's standards of conduct, so long as they do not interfere with a speaker's ability to make their views known, or with the rights of others to listen and learn.

In affirming the principles of academic freedom and free expression described above, the College recognizes that its faculty and students are subject to applicable state and federal laws. In addition, faculty and staff are obliged to follow Smith employee policies, which shall be consistent with this statement and the principles expressed herein.

Section II

**THE PRESIDENT, AND THE
PROVOST AND DEAN OF THE FACULTY**

II.A

A. THE PRESIDENT

The President is the chief executive officer and chief administrative officer of the College, shall have the general and active management, control and direction of the educational activities, financial operations and other affairs of the College and shall have the general powers and duties usually vested in the office of the president of a college. The President shall preside at meetings of the faculty or, when occasion requires, appoint a temporary chair. The President shall act as the official medium of communications between the trustees and the faculty, and between the trustees and the students and all other persons in service of the College. The President shall recommend to the Board the appointment, promotion and conditions of service for the faculty and officers of the College. The President shall keep acquainted with all of the affairs and interests of the College. The President shall exercise such supervision and direction over the departments of the College as will promote their efficiency and as the prosperity of the College may demand. The President shall sign all diplomas granted by the College. The President shall be responsible for the discipline of the College, for the care and use of the buildings and equipment of the College, and for carrying out the measures authorized by the Board, including such measures concerning the internal administration of the College. The President shall present regularly to the Board reports upon the work and condition of the College and any recommendations that may seem expedient.

If the President is unable to act, or if the office of President becomes vacant for any reason, then the powers and duties of the President shall devolve upon the Provost as Acting President until the Board selects a new President or another person as Acting President. If the Provost is unable to act during the period of vacancy in the presidency of the College, the Vice President for Finance and Administration shall have all of the powers and duties of the President until the Board selects a new President or another person as Acting President. If the Provost and Dean of Faculty and the Vice President for Finance and Administration are both unable to act during the period of vacancy in the presidency of the College, the Chair of the Board may appoint an Acting President for a period of up to 30 (thirty) days, and subject to ratification by the Board, for a period exceeding 30 (thirty) days.¹¹

B. THE PROVOST AND DEAN OF THE FACULTY

The Provost and Dean of the Faculty is the chief academic officer of the College and shall have such other powers and duties as the President or the Board may determine.¹² The Provost reports to the president and serves as a proxy for the president, as needed. As chief academic officer, the provost provides oversight of all academic programs, graduate and undergraduate, and their supporting departments, as well as guides the development and administration of all instructional programs and academic activities and policies of the college. The provost is responsible for representing the interests of the faculty on the President's Cabinet. The provost heads an office that includes the associate provost and other associate and assistant deans. The provost chairs the Committee on Academic Priorities, is a member of the Committee on Tenure & Promotion, and works closely with Faculty Council.

¹¹ See By-laws of the Trustees of Smith College, Article VI, Section 5

¹² See By-laws of the Trustees of Smith College, Article VI, Section 6

Section III

THE FACULTY

III.A

A. COMPOSITION

1. The faculty shall consist of the President of the College, the Provost, the Associate Provost, the Dean of the College, members of the tenure-track faculty, members of the permanent faculty, members of the non-tenure-track faculty, as well as those administrative officers whose presence the Trustees shall decide to be serviceable to the faculty in its deliberations.¹³
2. Members of the tenure-track Faculty are those persons on appointments leading toward consideration for tenure. Members of the permanent Faculty are those holding tenure of office. Together, these constitute the ladder faculty. Members of the non-tenure-track Faculty are senior lecturers, senior laboratory instructors, lecturers, laboratory instructors, visitors, professors in residence, and lecturers and professors of practice.
3. Voting members of the faculty are the President, the Provost, the Associate Provost, the Dean of the College, ladder faculty, senior lecturers, senior laboratory instructors, and those lecturers and laboratory instructors who are appointed to renewable positions as defined by the *Policy of Appointment, Reappointment, Promotion, and Tenure*. Other lecturers, laboratory instructors and visitors whose faculty appointment is at least half-time and who have served for the equivalent of one year of full-time teaching shall also have voting rights; such faculty appointments must have been at least half-time in each academic year up to the current appointment. Those administrative officers whose presence the Trustees shall decide to be serviceable to the faculty in its deliberations shall also have voting rights. Those individuals whose primary appointment is to the faculty, but do not meet the above criteria, as well as ladder faculty of the School for Social Work are invited to attend the meetings of the faculty but have no vote.
4. A member on leave or sabbatical for a semester or a year remains a member of the faculty and may attend and take part in faculty meetings and has the right to speak, to make motions, and to vote. He or she may participate in departmental meetings in accordance with sections III.D.4.a and III.F.2.a of the *Policy of Appointment, Reappointment, Promotion and Tenure*.
5. Normally, upon retirement, tenured members, senior lecturers, and senior laboratory instructors may be recommended by the Provost to the Board of Trustees for emerita/us status, with the rights and benefits attendant thereon.

B. POWERS AND DUTIES

1. The Faculty, subject to the control of the Board of Trustees, shall have the power, and it shall be their duty, to fix the requirements of admission, the courses of study, and the conditions of graduation, to establish rules and methods for the conduct of the educational work of the College, for ascertaining the proficiency of students, and for determining the award of academic honors, to recommend candidates for degrees to the Board of Trustees and to make such general regulations for the academic well-being of the students as shall not contravene the articles of incorporation, these by-laws or any action of the Board of Trustees.¹⁴

¹³ See By-laws of the Trustees of Smith College, Article VIII, Section 1

¹⁴ See By-laws of the Trustees of Smith College, Article VIII, Section 3

III.B.2

2. The legislative action of the faculty shall be determined by a majority vote subject to the approval of the President of the College. Should any measure which has been vetoed by the President be passed again by a two-thirds vote, it may be submitted to the Trustees, whose decision shall be final. The faculty shall have the right to present their appeal to the Trustees by the Faculty Council.¹⁵
3. Changes to the *Code of Faculty Governance* (the *Code*) and the *Rules of the Faculty* (the *Rules*) shall be determined by a majority vote of the faculty, subject to the approval of the President of the College according to the provisions in paragraph 2, above. Motions to change the *Code* or the *Rules* shall normally be initiated by Faculty Council.
4. Changes to the *Policy of Appointment, Reappointment, Promotion and Tenure* (the *Policy*) shall be determined by a majority vote of the faculty, subject to the approval of the President of the College according to the provisions in paragraph 2, above. Motions to change the *Policy* shall normally be initiated by the Committee on Tenure and Promotion.
5. All cases of admission, exceptions to academic regulations, and unsatisfactory scholarship and its consequences, shall be acted on by the several committees to which the consideration of these matters has been referred by the faculty, and not brought before the faculty for decision.

C. POLICY ON OUTSIDE SOURCES OF FUNDING FOR FACULTY RESEARCH¹⁶

1. Individual faculty members are free to seek outside funding for their research from any legal source.
2. The College will administer research funds granted to individual faculty members from any tax-exempt foundation or organization without regard to the goals or activities of the foundation or organization. This agreement to administer in no way constitutes the College's approval of, or agreement with, any purposes and objects of the outside funding sources; nor does it give any such funding source the right to imply, in its publications and advertising matter, that Smith College shares its aims.
3. Since academic freedom includes the right to teach and publish the results of one's research, the College will not normally participate in any research agreements which would prevent the researchers from teaching or publishing, within a reasonable period of time, their findings.
4. Research agreements between a faculty member and any granting organization or individual must conform to the administrative, fiscal, and health standards of Smith College, and therefore all applications to such agencies must be processed, before they are filed, through the office of the Provost.
5. Smith College upholds the freedom of research. It need not accept monies for faculty members from non-tax-exempt organizations or individuals if the Provost, in consultation with the appropriate committee of the faculty, determines that the activity supported by the grant is not primarily scholarly research.

¹⁵ See By-laws of the Trustees of Smith College, Article VIII, Section 2

¹⁶ Voted by the Smith College Faculty October 23, 1991 and approved by the Board of Trustees October 26, 1991.

III.D

D. SABBATICAL LEAVES AND LEAVES OF ABSENCE WITHOUT PAY

Smith College supports a system of faculty sabbatical leaves with salary for the purpose of increasing the usefulness to the College of the individual faculty member as a teacher and scholar, and to contribute to the faculty member's effectiveness as a member of the academic profession. A leave of absence without pay is intended to allow the individual to benefit from outside grants to pursue scholarly projects, to broaden teaching skills, to render professional service, or to gain other university or professional experience.

1. Eligibility for sabbatical leaves
 - a. Faculty members in full-time or part-time tenured or tenure-track positions at the rank of Instructor or above and Senior Lecturers will normally accrue sufficient credit for one semester of sabbatical leave at their regular salary after three years of teaching, one full year of sabbatical leave at two-thirds of their regular salary after four years of teaching, or one full year of sabbatical leave at their regular salary after six years of teaching.
 - b. Faculty members in the position of Lecturer will not accrue credit toward sabbaticals but may, after extended service, request a special sabbatical for a specific purpose related to scholarly work or professional development.
 - c. Faculty members in temporary replacement positions will not accrue credit toward sabbaticals.
2. Accrual of credits toward sabbatical leaves for eligible members of the faculty
 - a. Each year of teaching at a faculty member's normal teaching load will accrue one unit of credit.
 - b. Released time for College administrative service, whether full or part-time, and for part-time scholarly work will count as teaching time for the accrual of credit.
 - c. Semesters spent on sabbatical leave, leave without pay, or medical leave will not count as teaching time for the accrual of credit.
 - d. A semester following a sabbatical leave or leave without pay will not count as teaching time for the accrual of credit toward a future sabbatical unless the leave report required in section 7.c is filed prior to the last day of class for that semester.
 - e. Credits toward sabbatical leave may accumulate without limit.
3. Credit required in order to apply for sabbatical leave
 - a. For tenured and tenure-track members of the faculty the accumulation of three units of credit will entitle the faculty member to apply for a one-semester sabbatical leave; the accumulation of four or six units of credit will entitle the faculty member to apply for a one-year sabbatical leave.

III.D.3.b

- b. Members of the faculty may apply for a first one-semester sabbatical leave after accumulating at least three units of credit or a first one year sabbatical leave after accumulating four units of credit. However, no member of the faculty will be granted a second sabbatical leave during the probationary period, regardless of the number of credits which have been accumulated.
 - c. Except in those circumstances when the needs of the department or the College warrant flexibility, credit toward sabbaticals may not be used prior to actual accrual.
4. Salary to be paid during sabbatical leaves
 - a. Full-time members of the faculty will receive their full salary during the period of their sabbatical leave with the exception that such faculty granted a four-credit, one-year sabbatical leave will receive two-thirds of their full salary.
 - b. Part-time members of the faculty will receive during their sabbatical leave the full-time (or two-thirds of the full-time) equivalent of their salary multiplied by their average appointment ratio for the three or six (or four) years during which credit for the sabbatical leave was accrued.¹⁷
 5. Conditions related to sabbatical leaves and leaves without pay
 - a. Sabbatical leave will not be granted for more than two consecutive semesters.
 - b. Part-time faculty members electing a one-semester sabbatical leave will carry a course workload during the semester they are teaching equal to one-half of their normal yearly course workload, rounded upward to the nearest whole number of courses.
 - c. Normally, two absences from the College on sabbatical leave or leave without pay must be separated by at least two years of teaching at the faculty member's regular load. Likewise, two full-year absences from the College on sabbatical leave or leave without pay must be separated by three years of teaching.
 - d. Sabbatical leave will not normally be granted in the last year of any appointment. However, a sabbatical in the last year of employment is permitted if the faculty member has been denied tenure but has accumulated sufficient sabbatical credits for a one semester or year-long sabbatical leave.
 - e. Normally, leaves of absence without pay will not be granted for more than two consecutive years.
 - f. Members of the faculty may not accept paid employment for more than the teaching of one course or the equivalent during any semester on sabbatical leave, and then only with the prior approval of the Provost.

¹⁷Credit for sabbatical leave must be used on a "first in, first out" basis. For example, a faculty member who delays taking a one-semester sabbatical leave until the fifth year will have their sabbatical salary calculated using the appointment ratios in years one through three. The credit earned in the fourth year, and the appointment ratio for that year will be applied toward the next sabbatical for which the faculty member becomes eligible.

III.D.5.g

- g. It is presumed that members of the faculty on sabbatical leave or leave without pay will return to the College after their absence.
 - h. Except in unusual circumstances, members of the faculty on sabbatical leave will not be replaced. Departments must make every effort to bracket courses, recommend courses at other institutions, or otherwise cover the teaching responsibilities of the individual on sabbatical leave. Members must, therefore, plan sabbatical leaves or leaves without pay in such a way as to disrupt or impair departments as little as possible.
6. Implementation of sabbatical leave policy
- a. If in a given semester, in a given department, the number of persons eligible for sabbatical leave is too great for the successful maintenance of that department's curriculum, the department must establish an order of priority to determine who may be absent in that semester (and who must be present). Normally, the following order of priority will be established:
 - i. Persons who will have taught for six years since their last previous sabbatical or since their promotion to or appointment at the rank of Assistant Professor and who will have taught at Smith continuously for the previous six years.
 - ii. Persons who will have taught at Smith continuously for at least the previous three years and at least six years in total, inclusive of any leaves.
 - iii. Persons who will be eligible for the one-semester sabbatical option, having served three years since their last sabbatical or two years since their promotion from Instructor to Assistant Professor and who will have taught at Smith continuously for the previous three years.
 - iv. Persons whose situation is like that described in (1) except that there will have been an interruption of their service by a leave without pay within the previous three years.
 - v. Persons whose situation is like that described in (3) except that their service will have been interrupted within the previous three years.
 - b. The order of priority established by a department must be in accord with the principle of separation of absences as articulated in (5.c).
 - c. A member eligible for a sabbatical leave who is unable to take it because of deferment as a result of the priority schedule in the department will, in the following year, have higher priority than those whose status at that time is otherwise the same but who have not been deferred. The member will not be placed at a disadvantage as to the timing of their next sabbatical as a consequence of the deferment.
 - d. Requests for leave of absence without pay should always be considered by departments in the total context of their overall needs.

III.D.7

7. Procedures

- a. After consultation with the appropriate department or program, members of the faculty will apply to the Provost for a sabbatical leave or a leave without pay. Every request for such a leave must be accompanied by a precise description of the member's projected research, study, writing, or other creative work, including current status, expected progress during the leave, and anticipated completion date. This precise description will help inform both the Department's and the Provost's recommendations concerning the requested leave.
- b. The recommendations of the Provost and of the department regarding a member's request will be forwarded to the President. All requests must be approved by the Board of Trustees.
- c. Upon return from sabbatical leave or leave without pay, members of the faculty must file with the Provost full reports on the work they accomplished during their leaves.
- d. Though urged to apply for outside funding, members who have been granted a sabbatical leave or leave without pay may apply to the Committee on Faculty Compensation and Development for assistance with expenses incurred in conjunction with scholarly or creative endeavor, in accordance with the policies of the Committee.

Section IV

MEETINGS OF THE FACULTY

IV.A

A. FACULTY RESPONSIBILITIES AND SCHEDULE

1. Members of the faculty are expected to attend faculty meetings on a regular basis.
2. Members of the faculty must consider as confidential all faculty action until such time as it has been officially announced.
3. The regular meetings of the faculty shall be held on the first or second Monday afternoon of the first semester, and thereafter, except in vacation periods, on the fourth Monday of each succeeding month at 12:15 p.m., and on the Thursday morning preceding Commencement, subject to the discretion of the President. If there is no business on the agenda by the preceding Tuesday, any faculty meeting may be canceled by the President. Special meetings may be called by the President at any time.

B. PROCEDURES FOR MEETINGS

1. The President of the College shall chair the meetings of the faculty. If the President is absent, the Provost shall act as chair. If both of these officers are absent, the chair of Faculty Council shall act as chair.
2. A Secretary of the Faculty and a Parliamentarian shall be appointed by the President of the College from among the members of the faculty
3. As far as possible notice shall be given to the members of the faculty of the principal items that are to be brought up for discussion in the faculty meeting in advance of the date of the meeting.
4. Copies of all legislative motions and of all committee reports shall be submitted in writing to the Secretary of the Faculty one week before the faculty meeting at which they are to be offered.
5. Members of the faculty who have important matters to bring before the faculty are asked to inform the Faculty Council.
6. The Secretary of the Faculty shall announce the agenda of its meetings beforehand and the actions taken at its meetings afterward by posting them electronically.
7. The Secretary of the Faculty shall keep a copy of the minutes of faculty meetings that shall be submitted whenever called for at the meetings of the Board of Trustees.¹⁸ The minutes of every faculty meeting shall also be made available to those eligible to attend faculty meetings.
8. The Parliamentarian shall when requested give advice to the Chair on parliamentary procedure. Meetings of the faculty should normally be governed by Robert's Rules of Order.
9. Fifty voting members shall constitute a quorum.

¹⁸ See By-laws of the Trustees of Smith College, Article VIII, Section 1

Section V

DEPARTMENTS AND PROGRAMS

V.A

A. ELECTION OF THE UNIT CHAIR

1. A chair of a department or program shall be elected by ballot by the duly qualified voting members.
2. The chair shall ordinarily be selected from those holding tenured positions on the faculty and preferably from the ranks of full professors.
3. The election of a chair shall take place at least once in three years. The chair shall be elected not later than February and take office after the spring recess or on July 1st, according to the unit's custom.
4. In exceptional circumstances, the President or the Provost may directly appoint as the chair of a department or program a member of the faculty from inside or outside the unit.

B. DUTIES OF CHAIRS

1. The chair shall be the official representative of the unit: the chair shall call and preside at meetings of the unit, shall have charge of the correspondence, shall act as executive officer in case of emergency, shall appoint those committees not elected by the unit, and shall appoint a secretary to keep minutes. The procedure followed in the establishment of committees or subcommittees may vary considerably according to the size of the unit.
2. The chair is entitled to a vote in the unit, and in the case of a tie in the election for the chair, he or she may cast a second deciding vote.
3. The chair, or a committee established by the chair for this purpose, is responsible for informing the visiting or new members of the faculty about the particular teaching practices of the unit and the general customs of the College.
4. The chair of each unit or a deputy should be present before the opening of College for consultation with reentering students and students entering with advanced standing.

C. BUSINESS OF THE UNIT

1. Voting
 - a. In the routine business of the unit, the voting members of the unit shall comprise those persons qualified to vote at faculty meetings.
 - b. Other members of the faculty teaching in the unit shall be entitled to be present and take part in discussions at unit meetings.

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- c. In matters of appointment, reappointment, promotion, and tenure, the voting members of the unit shall vary depending on the status of the candidate. Appointment to the tenure-track faculty shall be voted on by members of the tenured and tenure-track staffs. Reappointment to the tenure-track faculty, as well as promotion in rank, shall be voted on by those members of the tenured and tenure-track staff whose rank is higher than that of the candidate. Tenure shall be voted on by the tenured staff only. Appointment and reappointment of senior lecturers and senior laboratory instructors shall be voted on by the tenured staff only. Appointment and reappointment of lecturers, laboratory instructors, visitors, and replacement faculty shall be voted on by the tenured and tenure-track faculty, senior lecturers, and senior laboratory instructors. A voting member on leave or sabbatical for a semester or year must participate in unit meetings regarding reappointment, promotion and tenure in accordance with sections III.D.4.a and III.F.2.a of the *Policy of Appointment, Reappointment, Promotion, and Tenure* and may participate in meetings regarding appointment. Only those eligible to vote may attend meetings discussing reappointment, promotion and tenure.
2. All units concerned must examine and make a recommendation upon proposed new courses, appointments, and posts involving their unit.
3. Matters to be decided at unit meetings include recommendations as to courses of study; arrangements of course sections and hours; elections and reports of unit committees; and the budget, exclusive of salaries.
4. Each unit shall designate an adviser or advisers of the major whom students may consult regarding the selection of a major or minor and the approval of the academic program. The adviser will carefully check students' programs against all unit requirements of the major or minor. Appeal from the decisions of the adviser of the major regarding the major program may be made to the Administrative Board.
5. Each unit shall designate a director or directors of honors, an adviser for study abroad and, where appropriate, a director of graduate studies.
6. When a unit offers a major, that unit represents the single most important factor both in acquainting the student with the general purpose, nature, and operation of the student's education at Smith College and in enlisting their cooperation and interest in the organization of this education. Therefore, every unit shall establish, where appropriate, a joint committee of faculty and majors in which the course offerings, instruction, and the structure of the major shall be a subject of discussion at least once a semester.
7. Units with graduate programs are urged to establish clearly understood procedures whereby the views of graduate students can be properly weighed in the determination of the graduate programs.
8. To encourage early, intelligent selection of the major by sophomores, units should make informative presentations about the majors, including the major requirements and the honors programs. Units are required to make at least one presentation each year in the fall or in the spring. Such presentations should be so staggered in the College calendar that a student can attend two or more without conflict.

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9. Units should keep on file with the Provost a brief description of their procedures in conducting the business of the unit.
10. Each unit which offers a major shall periodically assess the effectiveness of its efforts to improve the writing of the students majoring in the unit in the kinds of writing assignments appropriate to the field. These efforts shall be discussed in unit reviews with the administration.

D. ORGANIZATION OF PROGRAMS

1. Programs shall be directed by a committee of faculty members interested in the field of that program. This body shall be called the program committee.
2. New members of a program committee shall be appointed by the Provost on the recommendation of standing members of that committee.
3. With the exception of those faculty members having a contractual appointment in a program, program committee members shall serve for a term of three-five years, renewable on the recommendation of standing members of that committee.

Section VI

COMMITTEES OF THE FACULTY

VI.A

A. THE COMPOSITION AND CONDUCT OF FACULTY COMMITTEES

1. Certain standing committees shall be elected by the faculty as hereinafter provided for in section B, below. All other members of standing committees, with the exception of student members of those committees, shall be appointed by the President or Provost (except as hereinafter provided) with the advice of the Faculty Council.
2. Members of the faculty elected or appointed to standing committees shall be so informed by mail or email.
3. All standing committees of the faculty shall report annually, and these reports in their written form shall be deposited with the Secretary of the Faculty. The Faculty Council and the Committees on Tenure and Promotion, Academic Priorities, and Faculty Compensation and Development shall, when appropriate, report to the faculty at its monthly meeting.
4. Proposals for the formation of any new standing committees shall be referred to the Faculty Council before being presented for final action by the faculty.

B. COMMITTEE ELECTION PROCEDURES

1. The Faculty Council shall oversee elections to faculty committees according to the procedures outlined in this *Code*. In the spring of each year, Faculty Council shall appoint from the faculty-at-large a Ballot Chair and Ballot Vice-Chair who shall be responsible for the distribution and collection of ballots. The Ballot Chairs and Faculty Council shall serve as tellers for the ballots and shall announce the results of the elections.
2. Election shall be by the method of proportional representation known as the Hare Method.
3. The Faculty Council shall send to the faculty each spring an announcement of anticipated vacancies on all elected committees and shall invite nominations from the faculty-at-large and from the faculty members of each committee on which a vacancy or vacancies will occur. A similar announcement shall be made at the faculty meeting preceding the deadline for nominations.
 - a. Nominations from the faculty-at-large, including self-nominations, should be communicated to Faculty Council by their announced deadline.
 - b. Faculty members serving on a committee on which a vacancy or vacancies will occur shall nominate at least two candidates for each position to be filled on that committee.
 - c. There shall be a common deadline for receipt of all nominations, both those from the faculty-at-large and those from the committees.
4. All nominees for election must be voting members of the faculty. In addition:
 - a. No faculty member shall allow their name to go forth in nomination for election to more than one committee. Alternate to the Committee on Tenure and Promotion is an exception to the rule.

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- b. No faculty member continuing on an elected committee in the following year shall allow their name to go forth in nomination for any other elected committee excepting alternate to the Committee on Tenure and Promotion.
 - c. No faculty member who will be on leave for any part of the following year shall allow their name to go forth in nomination for any elected committee.
5. Requirements for divisional or other representation on elected committees may be satisfied by eligible continuing members of a committee, regardless of the circumstances of their initial election to the committee. Members of the Faculty holding joint appointments in more than one of the three divisions, or who are appointed in a program listed in more than one division, shall, for the purposes of candidacy and election balloting, select a single division to represent. A record of this choice shall be kept in the office of the Faculty Council.
 6. In the event that an elected, continuing member of a committee takes a sabbatical or other leave for one or two semesters in an academic year during their term, that member shall step down from the committee. When that member steps down, he or she shall have the option to resign or to return to complete their term. If the member chooses to return, a substitute shall be elected for the academic year in which the sabbatical or leave occurs. The continuing member will complete their full term upon return from leave. Other unexpected vacancies follow the procedures outlined in 12 below.
 7. If an elected committee member resigns from a committee before that member's term has expired, a new member shall be elected for a full term. Other unexpected vacancies follow the procedures outlined in 12 below.
 8. If a substitute is to be elected for a one-year term on a committee, a separate list of candidates willing to run for one year of service shall be drawn up.
 9. When the Faculty Council has gathered the nominations and ensured that they conform to this *Code*, ballots shall be prepared by the Ballot Chairs and delivered to those members of the faculty eligible to vote. Ballots shall be recorded and submitted to the Ballot Chairs by the announced deadline. Notice of the election and the deadline for the receipt of ballots shall be given by the Ballot Chairs at the meeting of the faculty preceding the deadline for the return of the marked ballots. The Ballot Chairs shall tally the ballots and report to Faculty Council. The Ballot Chairs and Faculty Council shall distribute the results of the elections both at the last faculty meeting of the academic year and by email to the faculty-at-large.
 10. The election of the alternate(s) for the Committee on Tenure and Promotion shall take place in September of each year. The Committee on Tenure and Promotion shall nominate at least two candidates for each position. The Ballot Chairs and Faculty Council shall carry out the election as outlined above.
 11. The Ballot Chairs shall keep for one year the tally data for each election. The tally sheets shall be confidential and shall only be used by the Secretary of the Faculty when it is necessary to fill unexpected vacancies on elected committees.

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12. When an unexpected vacancy occurs on an elected committee after the spring elections, a substitute shall be named by Faculty Council to the committee unless both the committee and Faculty Council agree that the vacancy need not be filled until the following year. The substitute shall be the nominee eligible for the vacancy who placed next after the last nominee elected to the committee in that spring's election.
 - a. If a substitute is required but no substitute can be found using the procedure specified above, Faculty Council shall appoint a substitute to serve out the remainder of the academic year. If deemed necessary by Faculty Council, a special election may be held.
 - b. Substitutes appointed by Faculty Council under the paragraph above shall be eligible for nomination for election to the same committee, notwithstanding prohibitions on consecutive terms.

C. ELECTED COMMITTEES

1. Academic Freedom Committee
 - a. The Academic Freedom Committee shall consist of three members of the faculty, including one from each division, who serve staggered terms of three years. Members shall be ineligible for consecutive terms.
 - b. The Academic Freedom Committee shall serve as an ongoing resource to faculty who have questions or concerns about academic freedom matters.
 - c. The Academic Freedom Committee shall meet as necessary to review formal complaints that it receives either directly or through the Office of Equity and Inclusion. The sole purpose of the review shall be to determine whether the speech or expression at issue is protected under the terms of the Statement on Academic Freedom and Freedom of Expression (section I of this *Code*). It is not the purpose of this Committee to determine whether there were violations of any other College policies or applicable laws, nor shall the Committee decide or recommend what corrective actions, if any, are warranted.
 - d. Complaints requesting review by the Academic Freedom Committee shall provide a detailed description in writing of the statement or expression at issue, the nature of the alleged violation of the Statement on Academic Freedom, and relevant events or circumstances giving rise to the complaint. The person who makes a complaint under this paragraph is referred to as the complainant.
 - e. The Committee shall first determine whether a complaint satisfies the conditions of paragraph (d) above. If the complaint does not satisfy the conditions of paragraph (d), then the Committee shall return the complaint to the complainant and notify the complainant that the Committee lacks authority to review the complaint as submitted. If the Committee determines that a complaint satisfies the conditions of paragraph (d), then the Committee shall determine by majority vote whether the speech or expression described in the complaint is protected under the terms of the Statement on Academic Freedom. The Committee may request additional information as necessary to come to a conclusion. It shall communicate its determination in writing to the complainant and the Vice President for Equity and Inclusion or the Provost, who shall determine the appropriate next steps.

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2. Committee on Academic Priorities

- a. The Committee on Academic Priorities shall consist of the Provost (Chair) (nonvoting), five members of the faculty, three of whom shall be tenured members representing each of the three divisions, elected for staggered terms of three years, the Associate Provost (nonvoting), the Dean of the College (nonvoting), the Registrar (nonvoting), and one member of Faculty Council (nonvoting), who shall be named by Council to serve as liaison between the Faculty Council and the Committee on Academic Priorities and be eligible to participate in all the business of the Committee on Academic Priorities. Faculty members elected to the Committee on Academic Priorities for a three-year term shall have agreed, to the extent that it is feasible, to serve all three years of the terms for which they are elected. Elected members who have served a full term shall be ineligible to serve for consecutive terms. Faculty members elected to substitute for elected members on leave shall be eligible for election to a full term after a period equal to their time of substitute service has elapsed.
- b. Business of the Committee
 - i. The Committee on Academic Priorities shall establish the educational and curricular priorities of the College, and shall engage in systematic, long-range curricular planning. The Committee shall solicit, generate and review new academic initiatives, and shall periodically assess ongoing programs to ensure that they continue to contribute to the academic priorities of the College.
 - ii. The Provost shall consult regularly with the Committee about plans and decisions regarding faculty appointments. This consultation shall include both long-range planning for the number, type and distribution of faculty appointments, and yearly authorizations for hiring into tenure-track appointments. The Provost shall inform the Committee of all requests for tenure-track positions received from departments and programs, and shall make available to the Committee all the information received concerning those requests.
 - iii. The Committee shall establish and review the fundamental educational policies of the College. It shall serve as an appeal board when individual faculty, departments and programs require exceptions to educational policies legislated by the faculty and administered by the various officers of the College.
 - iv. The Committee shall determine the standards and policies for the College's programs of interdepartmental, independent and graduate study, and for departmental and program honors.
 - v. The Committee shall oversee the decennial and midterm reviews of departments and programs, reviewing their structure, challenges and opportunities, and future directions, especially with respect to the overall institutional considerations of the College. In addition, the Committee shall undertake whatever studies and assessments it deems necessary for carrying out its mandates, including *ad hoc* meetings with departments and programs, or their representatives.

VI.C.2.c

- c. The Committee on Academic Priorities shall meet at least twice each year with the Committee on Mission and Priorities to discuss the long-range financial and staffing implications of academic priorities. In addition, the Committee shall meet at least twice each year with the Student Curriculum Committee.
- d. The Committee shall receive detailed reports and/or meet annually with the committees and administrative staff concerned with the maintenance of academic standards for established academic programs and Interterm.
- e. The Committee shall through its (sub) Committee on Study Abroad oversee the academic programs and standards for study abroad under the College's own Junior Year Abroad programs, the consortial study abroad programs in which the College participates, and the Approved Study Abroad Program.
- f. The Provost (or designate) shall provide a report of the deliberations of the Committee on Academic Priorities at the regular monthly meetings of the faculty.
- g. Elected faculty members who serve a full three-year term on the Committee shall receive one semester of credit toward the total number of teaching semesters required for eligibility for the next sabbatical.

3. Committee on Educational Technology

- a. The Committee on Educational Technology shall consist of the Associate Provost and three members of the faculty, one from each division, elected for staggered terms of three years. Members of the Committee shall also include the Director of Educational Technology Services, the Vice President for Information Technology, the Program Director of the Center for Science and Engineering Computing, a member of the Faculty Council (nonvoting) who shall be named by Council to serve as a liaison between the two committees and shall be eligible to participate in all the business of the Committee on Educational Technology, a representative from the Libraries staff, the Director (or designate) of the Sherrerd Center for Teaching and Learning, and an undergraduate student.
- b. The Committee on Educational Technology shall be co-chaired by the Associate Provost, and the Director of Educational Technology Services.
- c. The Committee on Educational Technology shall advise the Technology Steering Committee and ITS on policies, strategies, and services related to the effective use of technology in teaching, learning, and research.

VI.C.3.d

- d. The Committee on Educational Technology shall allocate annual innovation grants to faculty to explore new technologies or new applications of educational technologies; monitor and recommend strategies to sustain the technology in classroom and non-classroom based learning spaces; request and review the results of analyses of outcomes associated with particular learning technologies (as needed); advise ITS on changes to technologies or services that impact teaching, learning, and research; determine specific hardware and software standards for academic users at the College, and policies for the provision of hardware, software and support services to students and faculty; recommend to the Provost the allocation of the fund for curricular initiatives in educational technology in a manner consistent with the long-range curricular priorities of the College; work with the Director of Educational Technology Services to promote the appropriate use of educational technology in the curriculum and in scholarly research; and participate with other appropriate committees and officers of the College in forming policies governing the appropriate use of information technology resources at the College, such as policies regarding privacy, academic integrity, copyright and fair use.
 - e. The Committee on Educational Technology shall prepare on a regular basis long-term plans for educational technology at the College. The Committee shall periodically review and assess progress toward the goals set forth in these plans, and it shall, as appropriate, review and assess the individual initiatives contributing to these goals. The Committee shall be informed of the operating, staffing and capital budget requests made by Information Technology Services for academic and curricular support, and the Committee may make recommendations of these requests to the Provost.
 - f. The Committee on Educational Technology shall communicate regularly with the Committee on Academic Priorities so that the activities of the respective committees may inform and be informed by each other. The Committee on Educational Technology shall also meet periodically with representatives of the student body.
 - g. The elected members of the Committee on Educational Technology shall communicate regularly with their respective divisional computing committees and/or other relevant divisional committees concerned with educational technology.
4. Committee on Faculty Compensation and Development
- a. The Committee on Faculty Compensation and Development shall consist of five members of the faculty, including at least one faculty member from each division, who serve staggered terms of three years, the Associate Provost (nonvoting, Chair), a member of the Faculty Council (nonvoting), who shall be named by Council to serve as liaison between the two committees and be eligible to participate in all the business of the Committee on Faculty Compensation and Development, and Smith College's Senior Academic Budget Manager (nonvoting). Elected members shall be ineligible for consecutive terms.
 - b. The Associate Provost (or designate) shall report to the faculty at the regular monthly meetings.

VI.C.4.c

- c. The Committee on Faculty Compensation and Development shall set policy on granting faculty members aid to scholarship and shall set policy and normally monitor the funding of internal grants for faculty development. The Committee shall advise the administration on policies regarding faculty compensation and aid to scholarship.

5. Committee on Grievance

- a. The Committee on Grievance is a faculty Committee created to provide faculty members with an internal process in which colleagues can hear and attempt to resolve matters pertaining to an individual faculty member's employment. The Committee's membership, jurisdiction, and procedures are discussed in this policy. Procedural issues may be further elaborated by the Committee through the adoption of operating procedures consistent with this policy; a written copy of these operating procedures shall be kept on file in the administrative office for Faculty Council.
- b. Membership
 - i. The Committee on Grievance shall consist of five tenured members of the faculty.
 - ii. Three additional members of the faculty from the tenured staff shall stand in reserve for service on the Committee if one or more of the regular members be disqualified for consideration of a case by a conflict of interest. Members of the Committee shall also recuse themselves if for some other reason they determine they cannot be impartial in the matter under consideration. When the services of a faculty member standing in reserve are required, the choice of which faculty member is to serve shall be such as to maintain membership as outlined in section b.i, above. At the beginning of each case, the question of whether a conflict of interest or lack of impartiality exists for a member of the Committee shall be decided, and the choice of the alternate member shall be made by the regular members of the Committee on Grievance, the member(s) in question abstaining.
 - iii. A member of the Committee has a conflict of interest if:
 - (a) The member is a member of the department or program of the petitioner;
 - (b) The member has themselves previously voted in any capacity in the case being brought to the Committee; or
 - (c) The member is a current or former spouse, domestic partner, or household member of the petitioner or shares a financial interest with the petitioner.
 - iv. If the petitioner has substantial evidence of bias on the part of a member of the Committee, the petitioner may request recusal of that member. The remaining members of the Committee (the highest-voted candidate with no conflict among the alternates serving as the 5th vote) will determine, based on the evidence provided, if such a recusal is warranted.
 - v. No currently serving members of the administration or of the Committee on Tenure and Promotion shall be eligible for election to or service on the Committee on Grievance.

VI.C.5.b.vi

- vi. Each year the members shall elect one of their number as Chair.
- c. Terms of office, nomination and election
 - i. Members of the Committee shall be elected for staggered terms of three years.
 - ii. A member of the Committee shall not be eligible for re-election until after a period of time equal to that individual's term of office on the Committee.
 - iii. Nominations and elections shall be made in accordance with the provisions in section VI.B of the *Faculty Code*. The members of the Committee shall nominate as many candidates from the faculty as necessary so as to maintain membership as outlined in sections b.i-ii, and c.v. The ballot shall list all candidates, those nominated by the Committee and those nominated by the faculty-at-large.
 - iv. It is recommended that nominees be selected so as to provide representation of each Division on the Committee.
 - v. The three members of the faculty who are next in line for election to the Committee (after the election of the regular members) shall stand in reserve for service in cases of conflict of interest, as provided in section b.iii.
- d. Jurisdiction, Content of Petitions, and Mandate
 - i. The Committee on Grievance shall review petitions of grievance presented by a faculty member pertaining to the individual's employment. Matters that do not pertain to the individual's employment may be referred to other boards or offices at the College.
 - ii. While a petition may describe a violation of state or federal law as well as a violation of College policy, the Committee on Grievance does not make determinations with respect to violations of laws including those of the Commonwealth of Massachusetts or the federal government. The Committee limits its consideration to whether or not the adverse action described in the petition is a violation of College policy.
 - iii. The Committee on Grievance shall investigate alleged instances of:
 - (a) violations of College policy including but not limited to: the Statement of Academic Freedom and Freedom of Expression (see section I); the Smith College Notice of Nondiscrimination; and the Smith College Affirmative Action Policy; or
 - (b) improper application of procedures, policies, or administrative decisions; or
 - (c) the application of inappropriate considerations or criteria in the execution of procedures, policies, or administrative decisions of the College.

VI.C.5.d.iv

- iv. Petitions of grievance shall include in writing:
 - (a) the nature of the grievance specifically stating both the decision or action giving rise to the petition and the specific violation(s), improper applications and/or application of inappropriate considerations or criteria alleged to have occurred;
 - (b) a chronology of events leading to the decision if applicable; and
 - (c) the names of other persons involved in making the decision if possible.
 - v. The Committee on Grievance may require reconsideration of the application of procedures, policies, or decisions by the body involved in the petition of grievance.
 - vi. The Committee on Grievance shall not substitute its substantive judgment for that of the body whose actions are challenged by the petition of grievance.
- e. Procedures
- i. If any faculty member thinks that they have cause for grievance in any matter over which the Committee on Grievance has jurisdiction, that faculty member may present a petition to the Committee on Grievance for consideration. The petition shall be in writing and shall set forth in detail the nature of the grievance as described above. Petitions shall be filed within thirty (30) days of the petitioner's being notified of the decision or action giving rise to the petition. The Committee may extend this period of time at its discretion.
 - ii. A petitioner who is on sabbatical or on a leave or is for some other reason away from campus should inform the Committee of their preference with respect to proceeding with the petition while away or putting the petition on hold until they have returned to campus. The Committee will abide by the preferences of the petitioner in this regard unless there are extenuating circumstances which, in the judgment of the Committee, require immediate consideration of the petition.
 - iii. The Committee shall have the right to decide whether or not the allegations are sufficient to merit consideration by the Committee. Submission of a petition does not automatically result in consideration of the petition by the Committee.
 - iv. The Committee shall determine whether the petition is within its jurisdiction based on the jurisdictional statement in this policy (d.i-iii). If the petition is not, the petitioner may seek the Committee's help in deciding where the petition may be brought. If the Committee has jurisdiction and determines that the petition has sufficient merit to be considered, the Committee shall initiate a review as soon as practicable.

VI.C.5.e.v

- v. The Committee shall, upon written request, have access to all documents which it deems pertinent to the case and may invite individuals or groups to appear before it. The Committee shall be empowered to indicate to each department, program, committee, and administrative body or office a reasonable date by which information must be received. If requested information is not forthcoming in the time allotted and if the Committee finds no compelling reason for the delay, the Committee shall proceed using its best judgment.
 - vi. The written decision of the Committee is provided to the petitioner, to the body or person whose action or decision gave rise to the petition, and to the Provost and generally includes at least the following:
 - (a) whether or not a violation of College policy occurred;
 - (b) whether or not a procedural irregularity occurred in the application of a procedure, policy or administrative decision;
 - (c) whether or not an inappropriate consideration or criterion was applied in or affected an administrative decision or action regarding the petitioner's employment, and
 - (d) whether a procedural irregularity, an inappropriate consideration, or a violation of policy requires that the decision be reconsidered by the original decision maker or body.
 - vii. If the Committee orders a reconsideration, it may, at its discretion, provide a statement to the petitioner, the body or person involved in the reconsideration, and the Provost explaining any issues it determines the reconsideration body should consider.
 - viii. The Committee may require the presence of a monitor during reconsideration of a decision or action. The monitor may participate in the discussions leading to the reconsidered decision, but may not vote. Each monitor shall be a tenured faculty member, and shall be chosen by: 1) the Chair of the Committee on Grievance, after consultation with the Committee on Grievance; 2) the petitioner; and, 3) the chair in the case of reconsideration by a department or program, or the Chair of the Committee on Tenure and Promotion in the case of reconsideration by the Committee on Tenure and Promotion. Persons serving as monitors may consult with the College's General Counsel regarding their role or any other aspect of the reconsideration. After a reconsideration is completed, the monitor shall meet with the Committee on Grievance to provide the monitor's opinion as to whether and in what respect, if any, the decision or action upon reconsideration was affected by the same concerns raised in the original petition.
- f. Other Matters Related to the Committee and Petitions
- i. Should the original petition concern non-reappointment, and reconsideration results again in non-reappointment, the original date of notification of non-reappointment shall stand.

VI.C.5.f.ii

- ii. If at any time during the process described by this policy a petitioner enters their seventh year of full-time employment at Smith College without an affirmative vote granting tenure, the fact that the petitioner has entered the seventh year shall not automatically result in their appointment to the tenured faculty.
- iii. A subsequent petition to the Committee is permitted only if the petitioner identifies an error that took place in the proceedings following the Committee's decision on the initial petition.
- iv. At any time, the Committee on Grievance may consult with the College's General Counsel for legal advice. If the Committee or the General Counsel determines it to be advisable for the Committee to have independent outside legal advice, the General Counsel will provide at least two recommendations to the Committee. The expense of independent outside legal advice shall be borne by the President's Office.
- v. The Committee shall report to the faculty on the general nature of grievances heard each year (number, nature of petition). It may provide information on the outcome of its deliberations as appropriate while maintaining the confidentiality of the process and the identities of those involved.

6. Committee on the Library

- a. The Committee on the Library shall consist of five members of the faculty, at least one from each Division, elected for staggered terms of three years; and, as non-voting members, two or more students chosen by the Student Government Association or identified by committee members and approved by the Student Government Association; the Dean of Libraries; and the Provost. The Committee shall choose its Chair and Secretary from among the faculty members.
- b. The Committee shall review the Library operating budget, capital budget requests, space, staffing, long-range planning, and other Library matters. The Committee may make recommendations on these matters to the Provost. It shall consider the way in which the Library's policies and practices can best meet the curricular and scholarly needs of its users. The faculty members of the Committee shall have the responsibility of conveying to the Committee as a whole the faculty's concerns. The Chair of the Committee shall, when appropriate, report to the faculty at regular faculty Meetings.

7. Committee on Mission and Priorities

- a. The Committee on Mission and Priorities shall consist of the President (Chair), the Provost (Vice Chair), the Dean of the College and Vice President for Campus Life, the Vice President for Finance and Administration,, the Associate Dean for Integrative Learning, two staff members put forward by Staff Council for terms of three years, two students elected annually by the student body, two members of Faculty Council, and three members of the faculty, one from each division elected for staggered terms of three years. Elected members shall be ineligible to serve for consecutive terms.

VI.C.7.b

- b. The Committee on Mission and Priorities advises the President on big-picture and long-range planning that supports the mission and core values of the College. The committee's purview includes but is not limited to financial, personnel, physical, and curricular decision-making. The Committee shall solicit, generate and review proposals for major new projects and initiatives, assess progress in achieving the goals of current initiatives, and recommend priorities for institutional investment. The Committee is encouraged to conduct pertinent inquiries and to consult with every part of the Smith community, including the Committee on Academic Priorities, the Advisory Committee on Resource Allocation and the appropriate committees of the Board of Trustees both to inform the work of those committees and to be informed by them. The Committee will periodically report its findings and recommendations to the Smith community.

8. Committee on Tenure and Promotion

- a. The Committee on Tenure and Promotion shall consist of the President (Chair), the Provost, and five full professors (including at least one full professor from each division) elected by the faculty-at-large for staggered terms of three years. In addition, each year, subsequent to the election of regular members, there shall be one or more alternates elected for a term of one year to serve on the Committee on Tenure and Promotion on any case in which a regular, elected member is disqualified (see sections III.A.1.c-d. of the *Policy of Appointment, Reappointment, Promotion, and Tenure*). The alternate(s) will have served previously on the Committee on Tenure and Promotion. Annually the President and Provost will provide an orientation for all members of the committee, including alternates.
 - i. Not more than one professor shall be elected from a single department. A regularly elected faculty member shall be ineligible for consecutive terms. Alternate members shall be eligible for three consecutive one-year terms. No elected member may serve more than three consecutive years on the Committee on Tenure and Promotion, whether as a regular or alternate member.
 - ii. Faculty members elected to the Committee on Tenure and Promotion for a three-year term shall have agreed, to the extent that it is feasible, to serve all three years of the terms for which they are elected. Each elected member who serves a full three-year term on the Committee shall receive one semester of credit toward the total number of teaching semesters required for eligibility for the next sabbatical. Faculty members elected to substitute for elected members on leave shall be eligible for election to a full term after a period equal to their time of substitute service has elapsed.
- b. This Committee shall consider all tenure and promotion decisions, whether proposed by the President, by this Committee, by the department, or by the candidate.
- c. Detailed procedures followed by this committee are outlined in the *Policy of Appointment, Reappointment, Promotion, and Tenure*.

VI.C.9

9. Faculty Council

- a. The Faculty Council shall consist of five tenured members of the faculty elected by the faculty. Its membership shall include at least one representative from each division. The members of the Council shall be elected for staggered terms of three years and shall not be eligible for re-election for a period of three years. Faculty members elected to Faculty Council for a three-year term shall have agreed, to the extent that it is feasible, to serve all three years of the terms for which they are elected. Each elected member who serves a full three-year term on Faculty Council shall receive one semester of credit toward the total number of teaching semesters required for eligibility for the next sabbatical. Faculty members elected to substitute for elected members on leave shall be eligible for election to a full term after a period equal to their time of substitute service has elapsed.
- b. One member of Faculty Council shall serve as an ex-officio nonvoting member of the Committee on Academic Priorities; one member of Faculty Council shall serve as an ex-officio nonvoting member of the Committee on Faculty Compensation and Development; and one member of Faculty Council shall serve as an ex-officio nonvoting member of the Committee on Educational Technology. Two other members of Faculty Council, one of whom shall be the Chair of Faculty Council, shall serve as full members of the Committee on Mission and Priorities. Members of the Faculty Council shall report to the Council on such activities of such committees as are relevant to the work of the Council. A representative of the Committee on Tenure and Promotion shall be assigned to report relevant activities to the Council. All members of Faculty Council shall serve on the Advisory Committee on Resource Allocation.
- c. The Faculty Council shall set its own agenda and choose its own Chair, and shall report to the faculty at its regular monthly meetings. These reports shall include information on the deliberations of the Committee on Mission and Priorities, as appropriate. The Faculty Council shall meet regularly, and it shall meet jointly with the President and/or Provost to share information and discuss plans and priorities for the College. The Council may invite to meetings with the President and/or Provost members of relevant committees should it regard the presence of such members as necessary to the business being discussed.
- d. The Faculty Council shall be the regular means of direct communication between the faculty and the Board of Trustees on all matters except questions of tenure and promotion. The Council may invite to meetings with the Board of Trustees members of relevant committees should it regard the presence of such members as necessary to the issues being discussed. The Faculty Council shall be responsible for any review of and recommendations concerning the governance of the College. The Faculty Council shall advise administrative officers on all faculty appointments to extra-curricular duties (e.g., standing appointed committees, task forces, *ad hoc* committees, and individual appointments to administrative offices).
- e. The Faculty Council shall take an overall institutional view for planning, communicating with the Board of Trustees, and for reviewing and integrating the policy decisions of faculty committees and administrative offices. It shall confer with administrative officers on all matters pertaining to budget, financial aid, governance, general welfare of the College, and general faculty personnel issues. The Faculty Council shall serve as a forum for faculty ideas and concerns. Individual members of the faculty may propose topics for the consideration of this committee.

VI.C.9.f

- f. The Faculty Council shall have the power to review administrative practice, particularly in areas where faculty members do not participate directly. The Faculty Council shall oversee faculty nomination and election procedures.
10. Lecture Committee
 - a. The Lecture Committee shall consist of five members of the faculty with at least one from each division, elected for staggered terms of three years, and one student, the Chair of the Recreation Council.
 - b. The Committee shall elect a faculty member as chair and shall provide an annual report of its activities to the faculty.
 - c. The Committee shall allocate endowed lecture funds and shall more generally serve as a clearinghouse for lectures, symposia, and colloquia for the College community.

D. APPOINTED COMMITTEES

1. Academic Honor Board
 - a. The Academic Honor Board shall consist of six student members, including a chair, a secretary, and one member of the senior, junior, sophomore, and Ada Comstock classes; the Dean of the College; and three members of the faculty, each appointed by the President for a one- or two-year term.
 - b. The Academic Honor Board shall inform the members of the College community about current academic regulations and act as a jury in any case of suspected academic dishonesty. When a particular student is involved in the adjudication of such a case, their class dean will serve as a non-voting member of the Board.
2. Administrative Board
 - a. The Administrative Board shall consist of the Dean of the College (Chair), the Class Deans, the Registrar (or designate), the Director of the Ada Comstock Scholars Program, and three members of the faculty selected so as to ensure representation from the three divisions.
 - b. The Board shall administer the academic requirements defined by faculty legislation as they apply to individual students. In general, academic matters affecting the students are referred to this Board for action or recommendation.
 - c. The Board shall have the privilege of calling in reports on students.
3. Advisory Committee on Resource Allocation
 - a. The Advisory Committee on Resource Allocation shall consist of the President (Chair), the Vice President for Finance and Administration, the Provost, the Associate Provost, the Dean of the College, the Budget Director, two members of the College administration and/or staff appointed by the President, one representative appointed by Staff Council, the members of Faculty Council ex officio, and the President of the Student Government Association.

VI.D.3.b

- b. The Committee shall advise the President on matters related to budgeting and financial planning for the College.
4. Board of Admission
 - a. The Board of Admission shall consist of the Dean of Enrollment (Chair); the Director of Admission; one senior student; three faculty members; the Dean of the first-year class; and the Dean of the College, ex officio. The faculty members shall be appointed by the President with the advice of the Faculty Council and, if possible, shall serve for at least three years. The Board may invite Admission staff to attend meetings, as relevant issues and needs are discussed by the members.
 - b. It shall be the responsibility of the Dean of Enrollment and the Board to determine admission programs and policies, subject to the approval of the faculty, administration or Trustees as circumstances may require. The Board shall participate in the admission process as appropriate; and shall report at least once a year to the faculty at large.
 5. Campus Planning Committee
 - a. The Campus Planning Committee shall consist of the President, the Provost or the Associate Provost, the Dean of the College, the Vice President for Finance and Administration (Chair), the Director of Facilities and Operations, the Director of the Botanic Garden, five members of the faculty, two staff members, and one student.
 - b. The Committee shall review all building and renovation projects with exterior design changes, implement the Landscape Master Plan, set and maintain standards for campus signage and outdoor furniture, oversee decisions regarding campus traffic and parking matters, and make recommendations about the installation of outdoor works of art.
 6. College Council on Community Policy
 - a. The College Council on Community Policy shall consist of the President or the Provost (non-voting); the Dean of the College, the Chief Public Affairs Officer, the Director of Equity and Inclusion, and two other members of the administration; five faculty members (including at least one from each division and at least two untenured); one faculty member or administrator from the School for Social Work; six students (two representatives from the Student Government Association cabinet, one representative from the Unity organizations steering committee, one representative from the Ada Comstock cabinet, and two at-large representatives); six staff members, of whom two will be from the Staff Council steering committee; one alumna; and two representatives of the City of Northampton, recommended by the Mayor of Northampton. The Chair of the Council will be elected annually by the members.

VI.D.6.b

- b. The Council shall evaluate College policies in response to specific questions raised by members of the community; make recommendations to the President regarding changes in College community policies; identify ways to educate the community and provide guidance for dealing with community issues; address issues of campus climate, diversity, and the composition of the community; serve as a sounding board for students, faculty and staff concerned about matters affecting the College community; promote the uses of consensus-building as a mechanism for reviewing and resolving issues; act as an advisory group to the President and other campus offices and committees; and communicate its findings and recommendations on a regular basis to the wider community.

7. Committee on Athletics

- a. The Committee on Athletics shall consist of the Smith College NCAA Faculty Athletic Representative (chair), four additional members of the faculty appointed by the Associate Provost, the Director of Athletics, the Assistant Director of Athletics, one athletics coach selected annually by the Athletic Department, and the President and Vice President of the Athletic Association. The Dean of Students, the Director of Health Services, the Chair of the Department of Exercise and Sport Studies, the Student representative from Club Sports and the President of the Student Athletic Advisory Committee shall serve as nonvoting members of the Committee.
- b. The Committee on Athletics shall meet at least once each semester.
- c. The Committee on Athletics shall advise the Director of Athletics on policies, procedures and long-term planning goals, and it shall examine the activities of the Athletic Department with respect to the mission of the College. The Committee shall serve as a means of communication between the Athletic Department and the faculty, staff and student body.

8. Committee on International Students

- a. The Committee on International Students, consisting of three or more members of the faculty, one of whom serves on the Board of Admission, shall assist the Board of Admission in the recruitment and admission of all students entering Smith College with international academic credentials; advise the Office of the Dean of the College on academic and social matters pertaining to international students at the College, both graduate and undergraduate; and assist the Assistant to the Dean for International Students when necessary in matters concerning the visa requirements for these students.
- b. A member of this Committee, normally the Chair, shall advise the Director of Graduate Study and the Director of Student Financial Services. The Chair and the member who serves on the full board of Admission shall be members of a Board of Admission subcommittee reviewing candidates with international academic credentials.

VI.D.9

9. Committee on Study Abroad

- a. The Committee on Study Abroad is a subcommittee of the Committee on Academic Priorities. The Committee on Study Abroad shall consist of five appointed members of the faculty, each from a different department and at least one of whom shall have served as a director in one of the Smith College Junior Year Abroad Programs. The interests of the appointed faculty members of the Committee should to the extent possible represent the various areas of the world in which our students study. One of the elected members of the Committee on Academic Priorities and the Associate Dean for International Study shall also be voting members of this Committee. The Committee shall further include as nonvoting members the Associate Provost (Chair) and the Vice President for Finance and Administration or the Vice President's delegate. The Committee on Study Abroad may appoint such subcommittees as it deems necessary.
- b. Junior Year Abroad Programs
 - i. The Committee on Study Abroad shall recommend to the Committee on Academic Priorities policies regarding the structure, operation and administration of the Smith College Junior Year Abroad programs, and the Committee shall periodically review and assess these programs. The Committee shall review all reports from Program Directors and it shall consider any policy matters concerning the Junior Year Abroad programs brought to its attention by past or present Directors, the Associate Dean for International Study, or others.
 - ii. The Committee shall solicit and review nominations for future Directors of the Junior Year Abroad programs, and it shall convey its recommendations to the Provost and the President.
 - iii. The Committee shall oversee the selection of participants in the Smith College Junior Year Abroad Programs and shall establish one selection subcommittee for each Smith College Junior Year Abroad Program. The members of each subcommittee shall be the Associate Dean for International Study, the appropriate Class Dean, the future Director of the Program in question (or, if the future Director is not available, a former Director of the Program in question), and a recording secretary. Each subcommittee shall meet at the appropriate time or times to select the participants in the following year's Junior Year Abroad Program. Each subcommittee shall present to the Committee on Study Abroad for review and vote applications involving new policy decisions.
- c. Consortial Study Abroad Programs
 - i. The Committee on Study Abroad shall recommend to the Committee on Academic Priorities policies regarding the various consortial study abroad programs in which the College participates, subject to the agreements governing the respective consortia. The Committee shall review all reports from the consortia and program directors, and periodically review and assess these programs. The Committee shall also consider any policy matters within the College's purview concerning the consortial programs that are brought to its attention by past or present Smith faculty Directors, the Associate Dean for International Study, or others.

VI.D.9.c.ii

- ii. The Committee shall recommend to the Committee on Academic Priorities new consortial programs in which the College wishes to participate.
 - iii. The Committee shall review nominations for future Directors of the consortial study abroad programs when it is the College's turn to provide a Director to the program and it shall convey its recommendations to the Provost.
- d. Approved Study Abroad Programs
- i. The Committee on Study Abroad shall recommend to the Committee on Academic Priorities policies regarding the Approved Study Abroad Program. The Committee shall select, review, and evaluate all study abroad programs and foreign institutions from which the College will accept transfer credit, and it shall develop such guidelines for the Approved Study Abroad Program as are necessary for maintaining the academic standards of the College.
 - ii. The Committee shall oversee the review and approval of student applications for Approved Study Abroad Program, and shall recommend to the Committee on Academic Priorities the policies governing student eligibility for this Program.
- e. The Committee on Study Abroad shall review the College's study-travel courses for Interterm and Summer, and make recommendations to the Committee on Academic Priorities concerning the non-curricular aspects of these courses.
10. Committee on Sustainability
- a. The Committee on Sustainability shall consist of four members of the faculty, appointed by the President for three-year terms; four members of the College staff; and four students. The Committee's chair shall be elected from among its members.
 - b. The Committee on Sustainability shall be concerned with the best long-term use of finite natural resources and with the College's impact on the local, regional, and global environment. It shall identify, implement, and evaluate approaches for increasing Smith's commitment to sustainability in all areas of the campus, including (but not limited to) construction, transportation, materials and energy use, waste management, purchasing, investment, and the campus curriculum. It shall seek to maintain a holistic perspective in this work, holding paramount the goal of systemic change and institutional transformation to aid the College in achieving the greatest efficiencies in natural resource use and pollution prevention.
11. Emeriti Advisory Committee
- a. The Emeriti Advisory Committee shall consist of the Associate Dean of the Faculty (nonvoting, Chair), four emeriti faculty, and at least one member of the current faculty with a date certain for retirement. The faculty members shall be appointed by the President with the advice of the Faculty Council and, if possible, shall serve for staggered three-year terms. Normally, each division will be represented on the Committee.

VI.D.11.b

- b. The Emeriti Advisory Committee shall provide a direct means of communication between emeriti faculty and the administration. The Emeriti Advisory Committee shall serve as a forum for emeriti faculty ideas and concerns; make recommendations about policy changes relevant to emeriti faculty; and provide advice to the President, Provost, and/or planning committees about issues relevant to emeriti faculty. The Chair of the Committee shall, when appropriate, report to the faculty.

12. Committee on Honorary Degrees

The Committee on Honorary Degrees shall consist of three members of the faculty (one member to be appointed each year for a term of three years) and three students (the President of the Senior Class for one year and the President of the Junior Class for two years). It shall make recommendations to the Board of Trustees in regard to the conferring of honorary degrees.

13. Institutional Animal Care and Use Committee

- a. The Institutional Animal Care and Use Committee (IACUC) shall consist of at least three members of the faculty, including one member of the Psychology Department, one member of the Department of Biological Sciences, and one member from either Division I or II. At least two of the faculty members shall be practicing scientists experienced in research involving animals. Two additional members, a Doctor of Veterinary Medicine with expertise in laboratory animal science, and a community member not otherwise associated with the institution and who does not use laboratory animals, will also be appointed. The faculty and non-faculty members shall be appointed annually by the President.
- b. The IACUC is a federally mandated committee and operates under the regulations and guidelines of the United States Department of Agriculture Animal Welfare Act, National Institutes of Public Health Service Act, Office of Laboratory Animal Welfare, and the accreditation guidelines of the Association for Assessment and Accreditation of Laboratory Animal Care.
- c. The IACUC shall meet at least twice a year to consider all matters concerning the care and use of all live, vertebrate animals involved in teaching, research, research training, experimentation or biological testing or related usage at Smith College; to oversee the College's animal program; and to insure compliance with all local, state and federal guidelines, policies and regulations regarding the care and use of live, vertebrate animals.
- d. One member of this Committee, normally the Chair, will make recommendations as needed to the Associate Provost, as the responsible institutional official, on appropriate aspects of the animal care and use program and shall also provide an annual report, in conformance with local, state and federal regulations.

14. Marshals

The President shall appoint College Marshals and aides. Their duties shall be the general supervision of public academic functions, including the allotment and distribution of tickets where they are required.

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15. Representative to the Seven College Conference

A member of Faculty Council shall serve as the faculty's representative to the Seven College Conference.

Section VII

THE CURRICULUM

VII.A

A. THE COLLEGE YEAR

1. The calendar for the academic year shall provide two semesters, each including thirteen teaching weeks. The first semester will end before the winter break. There shall be an interterm period in January of approximately three weeks.
2. The teaching weeks in each semester shall be followed immediately, in sequence, by a pre-examination period of approximately three days, and an examination period of three or four days.
3. Each semester shall include scheduled breaks totaling at least nine days, including two weekends.
4. The President has the option of declaring (at 7:00 a.m.) a fall day as Mountain Day. Classes scheduled before 7:00 p.m. are canceled on Mountain Day. A scheduled Ceremonial Day (Rally Day) in February is set aside for special events, in lieu of afternoon classes.
5. One of the thirteen weeks in each semester may be used, at the option of each instructor, as a period for assigned reading and projects.
6. The College may offer courses for credit during the Interterm period. Such courses will carry 1 to 4 credits and will count toward the degree. Credit for Interterm courses will be determined through reference to the class time requirements for the normal 4-credit semester course. Students may not take more than 4 credits during any one Interterm at Smith or elsewhere.

The Interterm may also be a period of reading, research, or concentrated study for both students and faculty. Faculty, students or staff may offer non-credit instruction or experimental projects in this period. Special conferences may be scheduled and field trips may be arranged at the discretion of individual members of the faculty. Libraries, laboratories, practice rooms, and physical education facilities will remain open at the discretion of the departments and programs concerned.

B. THE SCHEDULE FOR CLASSES

1. The schedule shall be constructed with reference to the interests of the College as a whole and shall subordinate the interests of individuals thereto. It shall be permanent in its details so far as is consistent with the principle just stated. All proposals for changes in the schedule and for the placing of new or unscheduled courses must be referred to the Registrar and the Provost.
2. The College has a five-day teaching schedule in accordance with the weekly schedule of classes.
3. Each department shall ensure that its courses are equitably distributed across time blocks.
4. A student may not elect more than one course in a single time block except in rare cases that involve no conflict.

C. ATTENDANCE AT CLASSES

The rules regarding residence and those for attendance at classes are printed in the Catalog. (See also sections B.1 and 2 in the *Rules of the Faculty*.)

VII.D

D. STUDENT ABSENCES AND RESPONSIBILITY FOR WORK

1. Absences do not relieve the student from responsibility for work required while they were absent. The burden of proof that they have done the work rests with them.
2. The instructor should decide in advance what the procedure is to be when students are absent, especially from written tests, and should announce the policy to the class. (See section G.3.)
3. Instructors are not required to give make-up tests.

E. ADMISSION TO SEMINARS

Seminars are limited to 12 students and are open to eligible juniors, seniors, and graduate students only, or by permission of the instructor. At the discretion of the instructor, up to 15 students may enroll. Enrollment beyond 15 is permissible only with the approval of the department or program chair.

F. PREPARATION OF ASSIGNED WORK

1. Smith College complies with federal regulations defining a credit hour.
2. Normally, a four-credit course involves twelve hours per week of academically engaged time over the course of the semester. Academically engaged time is generally three class or contact hours per week plus nine additional hours of academic work for the course per week.
3. For courses carrying more or fewer than four credits, the Smith College expectation is three hours per week of academically engaged time per credit over the course of the semester.
4. No excuses for lack of preparation or failure in any class on account of the demands of other courses shall be accepted.
5. In the case of a conflict between federal regulations and assigned work, the case shall first be referred to the department or program chair. If it remains unresolved the case then goes to the Office of the Provost.
6. When students are urged to attend an event outside of scheduled class time, allowance should be made in the work of the course.

G. GRADES AND GRADING

1. The Grading System and Criteria for Grades
 - a. A grade should be an instructor's evaluation of a student's work with reference to the standards of a particular course.

VII.G.1.b

b. The regular letter grades represent the following:

A	denotes the grade	90 - 100,	Excellent
B	denotes the grade	80 - 89,	Good
C	denotes the grade	70 - 79,	Fair
D	denotes the grade	60 - 69,	Poor
E	denotes the grade	below 60,	Failure

c. Plus and minus signs are used when appropriate to signify, respectively, markedly high and low position within the grade, except that no grade higher than A shall be given. A point value shall be assigned to each grade in a course as follows:

A	=	4.0	C-	=	1.7
A-	=	3.7	D+	=	1.3
B+	=	3.3	D	=	1.0
B	=	3.0	D-	=	0.7
B-	=	2.7	E	=	0.0
C+	=	2.3			
C	=	2.0			

Smith College grades of Satisfactory/Unsatisfactory (S/U) are not calculated into the grade point average (GPA).

For purposes of evaluating a student's academic standing, a GPA will be calculated by (1) multiplying the point value of the grade in the course by the number of credits for the course, (2) summing the products obtained for all courses, and (3) dividing the total by the sum of credits carried in all courses taken for regular letter grades.

VII.G.1.d

- d. A course may be taken for a S/U grade, providing:
 - i. the instructor approves the option; and
 - ii. the student declares the grading option by the end of the ninth week of classes.

Satisfactory is equivalent to a C- or better grade.

Within the 128 credits required for the degree, a maximum of 16 credits (Smith or other Five College) may be taken for the S/U grading option. All members of the faculty are required to submit letter grades for all students, except in cases of courses approved by the Committee on Academic Priorities with mandatory S/U grading. The Registrar will convert letter grades to S/U when applicable.

- e. The Dean's List is made up of students who represent the top 25 percent of the student body based on the total records for the previous academic year. Students must be enrolled at Smith on a full-time basis for the full year to be named to the Dean's List.

2. Conflicts of Interest in Grading

It is a conflict of interest for a faculty member to grade or to supervise the grading of a member of their family. It is also a conflict of interest for a faculty member to attempt to influence decisions on enrollment that concern a faculty member. Faculty members who may be involved in such conflicts of interest should consult with the Office of the Provost to determine an appropriate resolution.

3. Grades for Missed Written Exams

- a. If a student is absent without an excuse from the Class Dean from a test announced at least a week in advance, the grade shall be E.
- b. It is proper for an instructor to give an E to students who leave the classroom after finding out that an unannounced written test is about to be given or who remain in the room during the period but do not hand in a paper. If, however, the instructor follows a policy of giving no make-up tests, a grade of E should not be given for an unannounced test missed by a student.

4. Year-Long Courses

A separate grade shall be given for each semester of all year-long undergraduate, with credit granted only upon successful completion of the full year. The grade and credits of a year-long course dropped at the end of the first semester are excluded from a student's GPA.

5. Mid-semester Grades

- a. In both semesters, official mid-semester grades for all students in writing intensive courses, students on probation, and students who are performing unsatisfactorily in any course are requested by the Office of the Registrar.
- b. Instructors of courses at the introductory level shall be prepared at those times to give an estimate of the quality of work any student is doing.

VII.G.6

6. Final Due Date for Coursework

- a. The due date for final papers in each semester may be no later than the end of the examination period. Instructors must specify the exact deadline and method or place of delivery for final papers or other course work.
- b. Instructors may extend the deadline for final papers or projects to no later than the end of the examination period. If a student fails to submit their work by the due date set by the instructor and has not been granted an extension, no credit shall be recorded for the missing work. Incomplete grades are not acceptable. A student who requests an extension beyond this date should be sent to their class dean. Only a class dean may authorize an extension beyond the end of the final examination period.
- c. All first-semester grades must be in the Office of the Registrar no later than January 8, except that grades for one-semester Honors thesis courses must be in the Registrar's Office no later than February 15.
- d. At the end of the second semester:
 - i. Grades for all seniors and all graduate students must be in the Office of the Registrar no later than a date on the academic calendar set by the Committee on Academic Priorities.
 - ii. All grades for other students must be in the Office of the Registrar within nine days of the end of the final examination period.

7. Explanation of Grades

In order to assist a student's class dean and academic adviser, instructors shall briefly explain the final grades of D and E for any student, in the electronic grade submission form or on forms available in the Registrar's Office.

8. Submission and Announcement of Grades

- a. Grades for record shall be entered by the instructor into the student information system or, if that is not possible, on official final class lists received from the Office of the Registrar and submitted in person.
- b. Grades once recorded at the Office of the Registrar can be changed only by the Administrative Board after it has received from the instructor a petition in writing which gives the reasons for the requested change, or as a result of the resolution of an academic grievance as outlined in the Student Handbook.
- c. All semester and final grades shall be announced officially by the Office of the Registrar. Instructors are permitted, if they so desire, to inform students unofficially of their grades.
- d. Grades obtained for courses taken through the Five College Exchange shall be recorded on the Smith College record. Those from other institutions with which the College is formally affiliated, e.g. the Twelve College Exchange institutions, shall also be recorded on the Smith College record with an indication of the institution at which the given studies were pursued.

VII.H

H. DROPPING AND ADDING COURSES

1. Courses During the Fall and Spring Semesters
 - a. A student may drop or add a course within the first 10 class days with the approval of the adviser.
 - b. From the 11th through the 15th class days a student may add a course with the permission of the instructor, the adviser, and the Class Dean.
 - c. A student may drop a course up to the end of the fifth week of the semester:
 - i. after consultation with the instructor;
 - ii. with the approval of the adviser and the Class Dean;
 - iii. provided that other courses for at least 12 credits are being carried for regular letter grades, unless the course had mandatory S/U grading.
 - d. After the end of the fifth week of the semester a student may not drop a course. However, on two and only two occasions during their years at the College -- once during their first year; once during any subsequent year -- a student may free drop a course at any time up to the end of the ninth week of the semester, for any reason, without penalty.
2. A student registers for an Interterm course in November, with the approval of their adviser. In January, a student may drop or add an Interterm course within the first three days. Otherwise, the student who registers but does not attend will receive a U for the course.

I. REQUIREMENTS FOR THE DEGREE (A.B. AND B.S.)

1. The requirements for the A.B and B.S. degrees are printed in the Catalog.
2. A student whose senior and four-year cumulative average is C or above, but who in senior year incurs a shortage through failure may be allowed to complete the requirements for the degree by making up the shortage at another college or university that is approved by the Administrative Board. The courses selected must be approved by the corresponding departments or programs, and the Registrar at Smith College.

J. PROGRAM OF STUDY

1. The normal course load consists of 16 credits in each of eight semesters. The minimum full-time course load in any semester is 12 credits.
2. The exercise of the option to take other than the normal 16 credit program is restricted further by the following. A student studying abroad is required to carry a full course program equivalent to at least 16 credits for the semester.

VII.J.3

3. The adviser and the student shall periodically assess the student's engagement with the Smith essential capacities. The adviser shall suggest courses to improve those capacities where deemed appropriate.

K. REQUIREMENTS FOR MAJORS, MINORS, CONCENTRATIONS AND FIVE COLLEGE CERTIFICATES

1. Each student shall normally have a major in a department or program and that major shall require no fewer than 36 credits and generally shall not exceed 48 credits.
2. In a student program leading to the A.B. degree, one-half of the total program, or at least 64 credits, shall be taken outside the department or program of the major. Any course (including prerequisites) which is explicitly listed in the Catalog as required for, or counting toward fulfilling the requirements of, the major shall be considered to be inside the major for the purposes of this rule. Normally, cross-listed and dual-prefixed courses are also considered to be inside the major. The sole exception to the 64-credit rule is that, in the case of a major requiring study of two foreign languages taught within a single department or program, no fewer than 56 credits shall be taken outside the department of program of the major.
3. A student is permitted to choose a major in a department or program, or an individually designed interdepartmental major, and shall be required to make this choice no later than the spring of the sophomore year. Students shall have unrestricted freedom to alter the choice of major providing requirements can be fulfilled.
4. A student may choose to complete the requirements of a departmental or program minor (consisting of 20 to 24 credits) and/or the requirements of a concentration.
5. A student-designed interdepartmental major or minor worked out by a student with the advice of two faculty members from different departments or programs and approved by the departments and programs concerned may be undertaken if confirmed by the Committee on Academic Priorities.
6. Each student is encouraged to submit to their major adviser during the second semester of their sophomore year a written plan for the final two years, including a tentative list of courses to be taken both inside and outside the major, and a tentative specification of how the other requirements for the major will be met.
7. On its official transcripts, the College will recognize the completion of no more than two majors, or one major and one minor, or one major and one Five College Certificate for each student, even if the student chooses to complete the requirements for additional majors, minors, or Certificates. In addition, the college will recognize the completion of no more than one concentration for each student. No second major or minor may be in the same department or program as the first major.

L. SPECIAL STUDIES AND INTERNSHIPS

With the approval of a subcommittee of the Committee on Academic Priorities:

1. Students may be granted a maximum of 16 special studies credits;

VII.L.2

2. A maximum of 8 credits may be granted to qualified sophomores, juniors, and seniors for approved supervised on-campus or off-campus internships or other work related to the student's academic program.

M. CREATION OR WITHDRAWAL OF, AND CHANGES TO MAJORS, MINORS AND CONCENTRATIONS

1. Majors
 - a. A department or program may initiate the formation of a major, minor, or concentration by submitting a proposal to that effect to the Committee on Academic Priorities, including the learning goals. The Committee shall consider the academic and curricular merits of the proposal and report its recommendation to the faculty. The faculty shall decide whether to approve the establishment of the major, minor, or concentration.
 - b. If a department or program wishes to withdraw a major, minor, or concentration it will consult first with the Committee on Academic Priorities, which shall consider the academic and curricular implications of the proposal. The Committee will then bring the department/program's proposal to the faculty and also report its own recommendation. The faculty shall decide whether to approve the withdrawal of the major, minor, or concentration.
 - c. Each department, or program, will specify the learning goals of the proposed major, minor, or concentration, and make these available to prospective students.
 - d. The major program of each student will consist of a number of courses established in accordance with section K.1. To assure that the student's program in the major achieves substantial depth and coherence, the department or program will set such other requirements as it considers appropriate. Such requirements might include, but are not limited to, one or more of the following: certain required courses, a required distribution of courses among the field in the department or program, a required sequence of courses, participation in a course or seminar designed to assist in the integration of the major, an independent piece of work or research project permitting pursuit in depth of some aspect of the subject, an examination in the senior year.
 - i. If any element of the requirements for the major will require time beyond that spent in ordinary courses, the department or program will so construct the major that this element will be met in special courses, seminars, or special studies, for any of which course credit will be given.
 - ii. If an examination in the major is required, it shall be part of a special course, seminar, project, or semester of special studies, for any of which course credit will be given.
 - iii. In student programs leading to the A.B. degree, the total number of credits required for the major, including any established in accordance with this Article, shall not exceed 48.

VII.M.1.e

- e. Before preparing its statement of purpose as prescribed above in section a, and determining the requirements for the major as prescribed in section c, the department or program will normally consult its majors, either as a group, or through the existing student liaison committee (see section V.C.6). Later revisions of purposes or requirements will be preceded by similar consultation.
- f. Each department or program shall report changes in its major requirements to the Committee on Academic Priorities. The Committee will report to departments and programs any inconsistencies between their requirements and this legislation and will request that the inconsistencies be corrected.

2. Minors

- a. A minor program shall consist of 20 to 24 credits as specified by the departments or programs that choose to offer a minor. Normally, at least two of these courses should be at the 200-level or above. A minor may not be in the same department or program as a student's major. No more than two courses may be counted for both the major and the minor. At the discretion of the minor advisor, equivalent courses at other colleges may be substituted for approved Five College courses. A review of the minor should be included in departments' and programs' decennial and midterm reviews. In the case of stand-alone minors that are not part of a department or a program, that review should be conducted during meetings of the minor's advisory committee with the administration.
- b. In addition to minors in departments and programs offering majors, interdisciplinary minors may be proposed to the Committee on Academic Priorities by groups of faculty members who believe that the courses listed, drawn from several departments or programs, constitute a coherent or usefully interrelated field of study. The faculty members may also propose new courses to serve as the basis for, or as an integrating course in, the interdisciplinary minor. The Committee on Academic Priorities shall publicize and invite participation in and comments on a proposed interdisciplinary minor; it shall aid in the merger or revision of proposals for similar minors; and it shall attempt to assure that the number of interdisciplinary minors is reasonable and well distributed. Interdisciplinary minors approved by the Committee and the faculty-at-large shall be listed in the Catalog.
- c. Students may also design their own interdepartmental minors following the procedures outlined in section K.5. Student-designed minors must differ substantially from existing minors.

3. Concentrations

- a. Concentrations are courses of study that integrate multiple disciplinary perspectives through a common theme and aim to provide a useful bridge between liberal learning and experiential learning through internships, independent projects, or community service. The basic template for concentrations includes:
 - i. A gateway course (could be partial credit).

VII.M.3.a.ii

- ii. A group of courses in the curriculum from which students choose 4 or 5, from a variety of departments or programs to provide a multidisciplinary approach to a central topic. Five College courses may count. Normally, only 3 courses from any one major may count toward both the student's major and the Concentration.
 - iii. One or two practical, applied learning experiences, whether or not they bear credit (for example, internship, service learning, guided independent research, study away).
 - iv. A capstone experience: could be a seminar, but other models are possible.
 - v. Students apply, normally fifteen per class year are accepted.
- b. Faculty members from two or more departments or programs may initiate the formation of a concentration by submitting a proposal to the Committee on Academic Priorities. The Committee shall consider the academic merits of the proposal and report its recommendation to the faculty for a vote. Information about existing concentrations and different ways of implementing the template may be obtained from the Office of the Provost.
 - c. Each concentration will be governed by an advisory committee of faculty members and staff that will vet applications, advise students, plan the curriculum and set policy for the concentration. The advisory committee will recommend a director or directors to the Provost to be appointed for a three-year renewable term. The director will certify when students have completed a concentration and will notify the Registrar.
 - d. Concentrations approved by the Committee on Academic Priorities and the faculty-at-large shall be listed in the Catalog and the Provost, in consultation with the Committee, shall evaluate each concentration every five years to determine its educational value, effective use of resources, future costs and future directions and impact on departments and programs.

N. AUDITORS

1. An auditor is a person who may attend classes without taking part in class work.
2. Students must have the permission of the instructor in charge of the course to attend a class as either an occasional or a regular auditor.
3. Other persons connected with the College, including members and families of the faculty, may be auditors with the permission of the instructor. These persons must register through the Office of the Registrar.
4. Persons not connected with the College may be auditors provided they have obtained permission of the Registrar and of the instructor concerned. A fee will be charged. These persons must register through the Office of the Registrar.

VII.O

O. NEW COURSES

1. Proposals for new courses or proposed changes of course offerings for the next academic year must be submitted to the Committee on Academic Priorities by November 15 for first-semester courses and by March 15 for second-semester courses (normally, exceptions to these deadlines will be made only for newly appointed members of the faculty).
2. Proposals of new courses should be accompanied by an outline of the work to be covered by the course. This syllabus should indicate briefly the purpose of the proposed course, its value to the students for whom it is designed, its place in the department's or program's or concentration's total offering, the sequence of major topics within the course, the more important elements in its bibliography, and its relationship to offerings at the other Five Colleges.
3. Courses to be offered once only and courses to be offered experimentally not more than twice shall require the approval of the department or program and the Committee on Academic Priorities. Approval of such courses will be reported to the faculty, and the courses will be appropriately designated in the Catalog.
4. Changes in or additions to interdepartmental courses may be initiated by individual members of the faculty, departments, programs, divisions, or the Committee on Academic Priorities. Such proposals (including descriptive material for new courses) will be submitted to interested departments, programs, or divisions (or divisional representatives) for their comment before submission to the Committee on Academic Priorities.
5. Student-initiated courses for credit, open to sophomores, juniors and seniors only, are permitted with the following provisos:
 - a. At least ten but no more than fifteen students, including the proposer(s) of the course, must enroll in it.
 - b. Each student-initiated course must have a faculty sponsor with competence in the subject matter. The sponsor's role in organizing the course is to be determined by the group. The sponsor will be expected to participate in all regular meetings of the class. Such participation may count as part of a normal teaching load, with the approval of the Office of the Provost.
 - c. Before May 1 of the preceding year or November 1 of the preceding semester, the initiators of the course, with the advice of the faculty member, will draw up a course proposal to be presented to the Committee on Academic Priorities for approval. The proposal should follow the Committee's guidelines for student-initiated courses. The Committee may approve the course without referring it to the faculty. Regular letter grades, for which the faculty sponsor takes ultimate responsibility, must be recorded with the Registrar.
 - d. No student may take more than 8 credits of such courses. No faculty member may participate in more than one such course in a single year.

P. EXAMINATIONS

1. Requirements for Substantial Graded Exercises in Courses

VII.P.1.a

- a. In introductory and intermediate courses, there shall be at least two substantial examinations, papers or projects during the semester, one near the middle and one at the end of the course. Students shall have, early in the course, the advantages of the instructor's evaluation of their work and a clear indication of the expectations of the instructor and of the standards which will be used in the evaluation of their work. Each department or program shall be responsible for enforcing this requirement in its own courses.
- b. It has become practice not to give examinations in seminars.
- c. The giving or the omission of examinations in graduate-level courses is left to the instructor, but if an examination is to be given, the Registrar should be notified.

2. Take-home Examinations

All take-home examinations will be accompanied by examination guidelines. Both the deadline and the place of delivery must be specified on the take-home examination and in the guidelines.

3. Final Examinations

- a. The examination schedule at the end of each semester shall be preceded by a review period of approximately three days free from class attendance. On these days, no class or laboratory shall meet, and no assignments shall be given that require the use of this free time.
- b. Examination periods at the end of each semester shall be two hours and twenty minutes in length.
- c. Self-scheduled examinations at the end of each semester are administered by the Office of the Registrar. These examinations must be taken during the examination period or at the official make-up time unless excused by the Class Deans. At the discretion of the instructor or department, examinations may be scheduled by the Registrar.
- d. Application for extension to defer an end-of-semester examination until after the scheduled time or to defer the completion of work connected with the course until after the date upon which the grades for the course are due should be made to the Class Deans. The Class Deans shall consult the instructor if it is a question of postponing the completion of part of the work of the course. If the student does not fulfill the conditions of the extension, the examination or the work shall count as a failure.
- e. For all final examinations administered by a member of the faculty the instructor shall obtain blank examination books from the Office of the Registrar.
- f. For all examinations administered by a member of the faculty, the faculty member is responsible for collecting the examination books at the end of the examination period.

Q. HONORS AND PRIZES

1. Names of students receiving the A.B. or B.S. degree with Latin Honors, or Honors in a department or program, are not to be divulged before they are announced officially.

VII.Q

2. A record of the elections of students to Phi Beta Kappa and to Sigma Xi shall be made on the students' transcripts.
3. Chairs of departments or programs, and Chairs of committees awarding prizes shall notify the Office of the Dean of the College in writing of all prize awards.

APPENDIX A: POLICY ON SEXUAL RELATIONSHIPS BETWEEN FACULTY AND STUDENTS

Because of their potential to damage the bonds of mutual trust and responsibility upon which this intellectual community depends, sexual relationships between faculty members and students are prohibited. Such relationships are prohibited when the faculty member is directly teaching, advising, evaluating, or

supervising the student, and they are prohibited in the absence of any direct pedagogical relationship between faculty member and student; they are prohibited even if the relationship is consensual; they are prohibited regardless of the age of the student. Failure to abide by this policy will result in discipline to the faculty member, up to and including dismissal from employment at the College.

A Note on Procedure

The enforcement of this policy will follow existing College procedures. Reports of violation of the policy go to the President, under her responsibility for the “discipline of the College” (*Faculty Code*, section II.A); any investigation will be conducted by the College’s Title IX officer; disputes over disciplinary sanctions will be decided according to the “Removal from the Faculty for Cause” provision of the *Policy of Appointment, Reappointment, Promotion and Tenure* (section X.A), which provides for a hearing of the case by the Committee on Tenure and Promotion (T&P); decisions of T&P may be appealed, on procedural grounds, to the Committee on Grievance (*Faculty Code*, section VI.C.5). A full description of the procedures to be followed in the case of a violation of this Policy is on file in the Office of the Provost and Dean of the Faculty.

This Policy shall be understood not to affect the Tuition Assistance Benefit the College offers to spouses of faculty members.

Approved by vote of the Faculty on May 14, 2015

APPENDIX B: RULES OF THE FACULTY

- A. All members of the faculty should be familiar with the contents of the *Code*, the *Policy*, the Course Catalog, and these *Rules*.
- B. Class Attendance and Office Hours
1. Members of the faculty shall meet their classes as scheduled and shall inform students in advance if class is to be canceled or rescheduled.
 2. Excessive absence from class meetings in the case of any undergraduate shall be reported to the appropriate Class Dean.
 3. Normally, faculty members should schedule office hours in two different time blocks during the week. It is recommended that, when these hours are posted, the phrase "and by appointment" be added to increase flexibility and faculty availability to students. The appropriate office, extension number, and email address should be posted.
- C. Course Syllabi Filed
- All teaching faculty are required to file with their administrative assistant a full syllabus of each course they teach, for use by the Committee on Academic Priorities. If important changes in the conduct of the course are made later, a new syllabus should be substituted for the one previously filed.
- D. Readers in Courses
- A faculty member may request a reader if either (a) the number of students in a single course is 50 or greater, in which case a reader may be assigned for that course; or (b) the faculty member's total student enrollment in all courses for the semester is 100 or more, in which case a reader may be assigned to the largest course. Readers are not generally granted for team-taught courses.
- A reader cannot be an undergraduate at a Five College institution or a member of the faculty member's immediate family. If the proposed reader is an employee of Smith College, there may be limits to the number of hours the individual is authorized to work each week as a Reader. Particularly if the proposed reader is employed full-time, the authorization to work as a reader may not be possible.
- E. Tutoring
1. Faculty shall not receive pay for tutoring Smith College students. Exceptions to this rule may be made only with approval of the Provost on the recommendation of the chair of a department or program.
 2. Outside tutors available: Outside tutors may be made available to individual students through the Jacobson Center for Writing, Teaching and Learning and the Spinelli Center for Quantitative Learning.
- F. Introductory Classes and Liberal Arts Advising

1. All members teach introductory classes: As far as is practicable and necessary, all members of a department or program shall be considered available for teaching introductory and basic courses.
2. All eligible members serve as liberal arts advisers: All members of a department or program will serve as liberal arts advisers if they meet the following criteria:
 - a) The faculty member has taught at Smith for one year.
 - b) The faculty member is not currently assigned as a liberal arts adviser.
 - c) The faculty member will be present and teaching for at least the first three semesters of the projected advising period.

G. Honest Work

1. Honesty in course work: Members of the faculty shall take occasion to make clear to their classes at the beginning of the year or the semester their own requirements and expectations in regard to honest work; how far, for instance, students may collaborate in reports, notes, and laboratory procedure, and to what extent they may use outside help including, in the case of foreign language and literature classes, English translation.
2. Dishonesty to be reported: All cases of dishonesty known to instructors shall be reported to the Dean of the College.

H. Library Books

1. Members of the faculty shall order books for the library according to the practices of the Library.
2. Members of the faculty should notify Library circulation staff of books that they wish to have placed on reserve well in advance.

I. Press

1. Members of the faculty having notices for the press should give them out through the Office of College Relations.
2. Official information and reports of emergencies concerning the College shall be given out only through the Office of College Relations.

J. Those members of the faculty who attend Opening Convocation and Ivy Day are asked to sit on the platform, and to wear cap, gown, and hood. Full academic dress is worn by faculty attending Convocation, Rally Day, Ivy Day, and Commencement.