**SECTION C – POLICY AND PROCEDURE**

1. Policy for Votes of Confidence, Censure, and No-Confidence

Within a university truly dedicated to shared governance, in times of flux or distress, there

must be a formal pathway for faculty to communicate strong administration support of, a

significant concern with, or complete rejection of, the actions and/or behaviors of an

executive member or members of the administration. In such times, the faculty may, by a vote

of the eligible membership, express their support, concern, or disapproval.

Although faculty recognize that the result of any such vote is non-binding on University

administration, it nonetheless is a valuable and important component of shared governance.

 I. Terminology

At Sul Ross State University – Alpine (SRSU – Alpine), faculty may express their

support, concern, or disapproval by initiating

• a Vote of Confidence,

• a Vote of Censure, or

• a Vote of No-Confidence.

A **Vote of Confidence** may be appropriate in those times when faculty believe that the
administration has acted inappropriately in censuring, demoting, or removing a
member of the administration. The purpose of the Vote of Confidence is to clearly
demonstrate support for the affected administrator and to provide the rationale for that
support.

A **Vote of Censure** may be appropriate in those times when a faculty is alarmed
and/or significantly distressed by the actions of a member of the administration, or of
the administration as a whole. The purpose of the Vote of Censure is to alert the
administration to the nature and level of discontent, to provide clear identification of
the grievous action or path of decisions, and to call for review and correction of the
actions or situation within a specified period of time, usually one year. The Vote of
Censure, though serious, stops short of demanding the removal of the offending
administrator(s), and intends to allow a time of remedy and potential reconciliation.

A **Vote of No-Confidence** may be appropriate when the actions or policies of the
administration or one of its members are either so grievous that they require swift or
immediate condemnation of the policy or the administrator, or when actions or
policies already censured via the Vote of Censure have not been remedied within the
time allotted. A vote of No-Confidence must not be taken frivolously or hastily, but
must remain an option when grievances properly addressed go without remedy.

 II. Procedures for Votes of Confidence, Censure, and No-Confidence

The Faculty Assembly may call for a Vote of Confidence, a Vote of Censure, or a Vote of
No-Confidence in members of the Administration at SRSU – Alpine. To ensure a fair and
orderly process, ~~and to give the administrator(s) an opportunity to respond to faculty
concerns, a two-step procedure will then~~ the following procedure will be followed.

~~Step 1:~~ At any regular or specially called meeting of the Faculty Assembly, any
voting member may introduce a written motion of Confidence, Censure or No
Confidence regarding a member of the administration; however, the motion must

be submitted to the Faculty Assembly President before the meeting in time for it

to be sent to the Faculty Assembly members along with the agenda. This will allow

the faculty an opportunity to read and reflect on the resolution before the meeting.

Such a motion shall state the rationale for the proposed action.

The resolution will be placed in the President’s section of the agenda, which should

allow for enough time for a thorough discussion of the resolution.

The resolution must be introduced and voted on before 5:00 p.m. If the vote does

not occur before 5:00 p.m., then the resolution shall be tabled until either the next

regularly scheduled Faculty Assembly meeting or until a special meeting is called.

Upon completion of discussion, the Assembly Secretary shall conduct a secret ballot.

 ~~Such motion shall state
the rationale for the proposed action. Upon seconding, the motion shall be
discussed and then members shall vote by secret ballot to either~~

~~a) Continue Proceedings, or~~

~~b) Do Not Proceed.~~

~~If a majority of faculty in attendance vote for continuance, the issues or
grievances giving rise to the motion will be provided to the administrator in
question by the Faculty Assembly President or designated representative. The~~

~~administrator in question will have seven (7) days, exclusive of weekend days
or holidays, to respond, in writing, to faculty. Any such response will be
distributed to all faculty members who are eligible to vote. In the case of a Vote
of Confidence, the respondent may waive the response period.~~

**~~Step 2:~~** ~~Upon a vote to Continue Proceedings, the Faculty Assembly President
or designated representative shall, no sooner than ten (10) days, exclusive of
weekends and holidays, from the date of the original motion but no later than
fourteen (14) days, call a weekday meeting of the membership. At that meeting,
only the original motion of Confidence, Censure, or No-Confidence shall be
considered~~. ~~Upon completion of discussion, the Assembly Secretary shall
conduct a secret ballot.~~

The motion in question shall be adopted upon a majority
vote of members in attendance. The Executive Council of the Faculty Assembly
will validate the results and send them to the appropriate person – the
University President in the case of a vote concerning an executive administrator
serving under the President, or the Chancellor of the Texas State University
System (TSUS) if the vote concerns the President.