

## **Sul Ross State University – Faculty Assembly**

### **Policy for Votes of Confidence, Censure, and No-Confidence (Draft)**

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

- 1) a Vote of Confidence,
- 2) a Vote of Censure, or
- 3) 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. In order to ensure that votes of No-Confidence are not taken frivolously or hastily, only one vote regarding a particular administrator(s) can proceed to Step 2, and be conducted, each semester.

Presented at November 15, 2021 Faculty Assembly meeting  
As a proposed addition to the Faculty Assembly bylaws  
(Source: University of Houston-Victoria Faculty Senate VP and Texas AAUP president, Jeff Blodgett)

## **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 be followed.

**Step 1:** At any regular or specially called meeting of the Faculty Assembly, any voting member may introduce a motion of Confidence, Censure or No-Confidence regarding a member of the administration. 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 stated in writing by the Faculty Assembly President, and provided to the administrator in question, who will have seven (7) days, inclusive of weekend days, 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 shall, no sooner than ten (10) days, inclusive of weekends, 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.