

### Attachment #3

Proposal: The Department of Earth Sciences proposes that all future faculty senators be non-probationary faculty members. Thus, current probationary faculty members who are faculty senators may remain serving in that capacity.

Rationale: 1. Probationary faculty members typically possess less corporate knowledge of University governance than non-probationary faculty members. Thus, probationary faculty members are less able to contribute in an authoritative manner to many Faculty Senate business items than are non-probationary faculty members.

2. By definition, the burden tenure is placed on probationary faculty members. Given that administrative officers routinely attend Faculty Senate meetings, probationary faculty members may be less inclined to voice their opinions on controversial items than their tenured counterparts.