Faculty Voice Task Force 5:  
Recommendations Regarding Fixed Term Faculty  

March 31, 2006

I. Our Main Proposal

We propose that the Bylaws for Academic Governance be amended so that fixed term faculty who have served at least three consecutive years on full time appointment(s), and who are appointed at the rank of instructor, assistant professor, associate professor, professor, or librarian, will be included among (or with)

(1) the “voting faculty” who participate in the election of University councils and committees (see Bylaw 1.1.2.1)

(2) the “faculty members” who may be elected, to represent their unit in University-level academic governance bodies (see Bylaw 1.1.2.4), except the University Committee on Faculty Tenure;

(3) the “voting membership” of the Academic Senate (see Bylaw 3.1.1.1);

(4) the “voting members” of the Academic Council (see Bylaw 3.2.2.1);

(5) the “voting members” of the Faculty Council (see Bylaw 3.2.2.2); and

(6) the “voting faculty” who are counted in determining whether a college qualifies for more than the minimum two representatives that each college has on the Academic Council (see Bylaw 3.2.3.1);

Our rationale for this proposal is that there is a demonstrated mutual commitment between the University and many fixed term faculty such that they are therefore entitled to most, if not all, of the rights and privileges of tenure-system faculty. Our proposal is in the spirit of and in agreement with the Faculty Voice Report recommendation that fixed term faculty should generally have a greater role in university governance, commensurate with their importance in fulfilling the University’s main goals in teaching, research, and service.

We should note that while our task force was concerned about the possible implications of our proposal for the tenure system, we concluded that this is really a matter that faculty should raise with deans, and that needs to be addressed up the University structure. Increasing the participation of fixed term faculty in University-level governance will create but a very small, marginal incentive to hire temporary rather than tenure-system faculty. These concerns do not outweigh the benefits that will be realized from enhancing the due process rights of fixed term faculty with whom a mutual commitment to and from the University has been demonstrated.
II. What Needs to Be Changed Where in the Bylaws of Academic Governance

Mindful of the argument recently put forward that attention to Bylaws changes should be delayed until all the Faculty Voice Task Force recommendations have been presented and discussed, we nevertheless present below our best sense to date of which Bylaws changes are likely to be necessary for implementing our proposals. This is in part because our Task Force discussions centered on the Bylaws.

(1) In order to include fixed term faculty among (or with) the “voting faculty” who participate in the election of University councils and committees, we propose the following change in Bylaw 1.1.2.1:

Current:

1.1.2.1. The voting faculty in the election of University councils and committees shall be all regular faculty engaged in the academic activities of the University on a regular basis.

Proposed Change:

1.1.2.1. The voting faculty in the election of University councils and committees shall be all regular faculty engaged in the academic activities of the University on a regular basis, and all persons appointed as temporary full-time faculty who have served three consecutive years on full time appointment(s), and who hold the rank of professor, associate professor, assistant professor, or instructor, or who are persons appointed as librarians.

(2) In order to include fixed term faculty among (or with) the “faculty members” who may be elected to represent their unit in academic governance bodies (except the University Committee on Faculty Tenure), we propose the following change in Bylaw 1.1.2.4:

Current:

1.1.2.4. A faculty member may be elected to an academic governance body as a representative of any unit in which the person holds regular faculty status.

Proposed Change:

1.1.2.4. A faculty member may be elected to an academic governance body as a representative of any unit in which the person holds regular faculty status, or in which the person is appointed as temporary full-time faculty, has served three consecutive years on full time appointment(s), holds the rank of professor, associate professor, assistant professor, or instructor, or is appointed as librarian.
(3) In order to include fixed term faculty among (or with) the “voting membership” of the Academic Senate, we propose the following change in Bylaw 3.1.1.1:

**Current:**

3.1.1.1. The voting membership of the Senate shall be the regular faculty (1.1.1.1.) except for the President and Provost. Honorary faculty (1.1.1.3.) shall be members with voice but without vote. The presiding officer may vote to break a tie.

**Proposed Change:**

3.1.1.1. The voting membership of the Senate shall be the voting faculty as defined in 1.1.2.1 except for the President and Provost. Honorary faculty (1.1.1.3.) shall be members with voice but without vote. The presiding officer may vote to break a tie.

(4) In order to include fixed term faculty among (or with) the “voting members” of the Academic Council, we propose the following change in Bylaw 3.2.2.1:

**Current:**

3.2.2.1. The voting members of Academic Council shall be the faculty representatives, student representatives, designated members of Academic Council Standing Committees, voting members of the Executive Committee, deans of academic programs, Dean of the Graduate School, Dean of International Studies and Programs, Dean of the Honors College and the director of the Libraries.

**Proposed Change:**

3.2.2.1. The voting members of Academic Council shall be the faculty representatives as defined in 1.1.2.4. student representatives, designated members of Academic Council Standing Committees, voting members of the Executive Committee, deans of academic programs, Dean of the Graduate School, Dean of International Studies and Programs, Dean of the Honors College and the director of the Libraries.

(5) In order to include fixed term faculty among (or with) the “voting members” of the Faculty Council, we propose the following change in Bylaw 3.2.2.2:

**Current:**
3.2.2.2. The voting members of the Faculty Council shall be the elected faculty representatives and voting faculty members of the Executive Committee.

Proposed Change:

3.2.2.2. The voting members of the Faculty Council shall be the elected faculty representatives as defined in 1.1.2.4 and the voting faculty members of the Executive Committee.

(6) In order to include fixed term faculty among (or with) the “voting faculty” who are counted in determining whether a college qualifies for more than the minimum two representatives that each college has on the Academic Council, we propose the following change in Bylaw 3.2.3.1:

Current:

3.2.3.1. Each college shall have at least two representatives. Each college shall have one additional representative for every fifty voting faculty in excess of fifty. Each college with three or more representatives shall have at least one non-tenured faculty member among its representatives.

Proposed Change:

3.2.3.1. Each college shall have at least two representatives. Each college shall have one additional representative for every fifty voting faculty, as defined in 1.1.2.1, in excess of fifty. Each college with three or more representatives shall have at least one non-tenured faculty member among its representatives.

(7) It will also be necessary to change Bylaw 4.2.1.10, so as to delineate more precisely which fixed term faculty are still covered there. That is, Bylaw 4.2.1.10 will apply to those fixed term faculty who do NOT meet our criteria as defined in 1.1.2.4 will only be electable to University standing committees if this is specifically provided for in their College’s Bylaws. Those fixed term faculty who DO meet the criteria in 1.1.2.4 are eligible for election to University standing committees under the provision of 1.1.2.4, that is, that right would no longer be dependent on their College’s Bylaws.

Current:

4.2.1.10. Where faculty members of a committee are elected in college elections, nominating procedures shall be specified in college bylaws. Colleges may, in their Bylaws, provide for election to any standing committees except the University Committee on Faculty Tenure or the University Committee on Faculty Affairs, of temporary faculty and/or Specialists in the job-security system.
**Proposed Change:**

4.2.1.10. Where faculty members of a committee are elected in college elections, nominating procedures shall be specified in college bylaws. Colleges may, in their Bylaws, provide for election to any standing committees except the University Committee on Faculty Tenure or the University Committee on Faculty Affairs, of temporary faculty who do not qualify as eligible for being a representative under 1.1.2.4 and/or Specialists in the job-security system.

(8) In (2) above, we propose to include fixed term faculty among (or with) the “faculty members” who may be elected to represent their unit in academic governance bodies by the change we propose in Bylaw 1.1.2.4. That these fixed term faculty are not eligible for the University Committee on Faculty Tenure) can be accomplished by the following change in Bylaw 4.7.1, in the section on the University Committee on Faculty Tenure:

**Current:**

4.7.1. Each college, including the non-college faculty, shall select one member. The committee shall have at least three non-tenured faculty in its membership. Each year the Committee on Academic Governance shall designate which colleges, or college groupings, shall select non-tenured faculty. The committee shall have two undergraduate student members and one graduate student member selected so that one student is a member of the Academic Assembly of ASMSU. The Provost or a designee shall be a member with voice but no vote.

**Proposed Change:**

4.7.1. Each college, including the non-college faculty, shall select one member who must be a faculty member who is appointed under the rules of tenure. The committee shall have at least three non-tenured faculty in its membership. Each year the Committee on Academic Governance shall designate which colleges, or college groupings, shall select non-tenured faculty. The committee shall have two undergraduate student members and one graduate student member selected so that one student is a member of the Academic Assembly of ASMSU. The Provost or a designee shall be a member with voice but no vote.