

Senate Representation for Part-time Faculty

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The Academic Senate is tasked with making recommendations to the President in determining a wide variety of policies for the University. The Senate is the voice of the faculty, working towards the goal of shared governance of the University.

Membership in Academic Senate

Article III, Section 1 of the Constitution defines who among the Unit 3 members are eligible to be members of the Senate. Currently, these are:

- Tenure-line faculty
- Full-time lecturers appointed on an annual basis
- Librarians and academic specialists
- Student services professionals

Clarification

Full-time lecturers may run for seats in their colleges/schools.

Part-time lecturers, although Unit 3 members, have no current path for service in the Senate.

Referral to Faculty Affairs Committee

“Cal Poly Pomona Academic Senate Bylaws currently do not make any provision for representation of part-time lecturer faculty. Lecturers make up approximately half of all faculty by headcount at Cal Poly Pomona. They teach many of our high demand courses; they are crucial to the teaching operation of the University and valued members of our departments. As the number of lecturers has grown, the Academic Senate has not adapted to this changing composition of faculty, resulting in a troubling lack of voice and representation for lecturers in the Senate. Additionally, the demands on full-time faculty in the structure of shared governance have increased beyond capacity.”

—FA-003-134, November 14, 2013

Proponents of Referral: John Lloyd and Paivi Hoikkala

Other senates in the CSU?

- 15 campuses have dedicated lecturer seats
- 15 campuses (including Cal Poly Pomona) have non-dedicated seats open to full-time lecturers
- 7 campuses have non-dedicated seats open to some or all part-time lecturers

—as of spring 2013

CFA Lecturers' Handbook

Why is Elections & Procedures Committee looking into this?

Any change to our current policy regarding membership would require amendments to our Constitution, **Appendix 17**.

After expressing interest in pursuing Senate representation for part-time faculty, the Faculty Affairs Committee referred this matter to the Elections & Procedures Committee.

Amendment Process

Appendix 17, Article IV Amendments

Amendments to this constitution may be initiated by (a) the Senate by a majority vote of the total Senate membership, or (b) a written request signed by ten percent (10%) of the electorate. Proposed amendments shall be submitted to the Unit 3 members in writing. The Academic Senate shall direct an appropriate Committee to conduct a written, mailed ballot vote on all proposed amendments. An amendment is ratified by an affirmative vote of a majority of all those enfranchised by the Senate or by 60 percent of those voting, whichever is the smaller. The amendment shall then be forwarded to the President as a recommendation and shall become effective upon the approval of the President.

The Can of Worms

Part-time faculty are paid for teaching only. They are not paid for service.

- Should part-time faculty senators receive compensation for service?
- If so, how much compensation would be appropriate?
- Would the Administration support assigned time for part-time faculty senators?

What is the best path for allowing part-time faculty on the Senate without:

- compromising the balance between current school/college constituencies?
- creating second-class senators?
- potentially altering the current composition of the Senate?
- significantly increasing the size of the Senate?

Recommendations for Including Part-Time Faculty in Senate

Expand membership as defined in **Article III, Section 1** to include part-time faculty.

Part-time faculty who hold these seats should have the same rights, privileges, and responsibilities as other senators. These should not be second-class senators.

Part-time faculty elected to these seats should receive some form of compensation for their service. Recommend compensation equal to 1 WTU per academic term (quarter/semester) per part-time faculty senator.

Idea 1

Extend eligibility to run for open seats in existing constituencies (colleges/schools) to part-time faculty.

Pros:

- Perhaps the most democratic option.
- Would not increase the size of the Senate.
- Would not alter the balance of senators between the constituencies.

Idea 1

Extend eligibility to run for open seats in existing constituencies (colleges/schools) to part-time faculty.

Cons:

- Could drastically alter the composition of Senate membership.
- An amendment of this type would probably not pass the Senate.
- Because this would result in an indeterminate number of part-time faculty Senators, the amount of assigned time would vary year-to-year. Administration would probably not support this.

Idea 2

Each college/school constituency would add one new seat to be filled by part-time faculty only. The size of the Senate would increase from 35 to 43 seats.

Pros:

- A democratic option, albeit not as democratic as **Idea 1**
- Would maintain balance of senators between constituencies.

Idea 2

Each college/school constituency would add one new seat to be filled by part-time faculty only. The size of the Senate would increase from 35 to 43 seats.

Cons:

- Would increase the size of Senate by 22%.
- Administration might not support WTU assignments for eight senators.

Idea 3 (proposed amendment)

Create two new dedicated Senate seats to be filled by part-time faculty with annual or 3-year appointments.

Part-time faculty only would nominate and elect these senators.

Part-time faculty would be considered their own constituency unique from the college/school in which they teach.

To alleviate changing the balance between existing constituencies, these two seated senators would not be from the same college/school.

Idea 3 (proposed amendment)

Pros:

- Would not drastically increase the size of the Senate.
- 6 WTUs (quarters) or 4 WTUs (semesters) of assigned time per year seems to be reasonable to request of the Administration.

Con (paraphrasing an e-mail from Senator Phyllis Nelson):

Part-time faculty from colleges that employ more lecturers would be statistically more likely to fill these two seats. Although part-time faculty would comprise their own constituency, these senators might be inclined to vote with their college/school. This might swing the balance towards an unfair advantage to some colleges/schools.