**Status of Faculty**

1. [**What, currently, is the question we try to address?**](#qa9gzjk1br13)
2. [**What spurred this this effort?**](#axgzqnh8tou9)
3. [**What are the definitions of *General Faculty* at Stanislaus and of *Faculty Unit Employee* in the Collective Bargaining Agreement?**](#llv4pcg4xgjl)
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11. [**What processes have and should we follow to work on these issues?**](#hu6jyfay1bxr)
12. **What, currently, is the question we try to address?**What does it mean to treat PT-FT-TT[[1]](#footnote-1) faculty equitably, in terms of participation, membership, voting, opportunities, and compensation?
13. **What spurred this this effort?** [[TOP](#57gzcb437wk1)]In January 2015 the Statewide Academic Senate approved AS-3199-14/FA (Rev) [Non-Tenure Track Faculty and Shared Governance in the California State University: A Call to Campus Senates](http://www.calstate.edu/acadsen/Records/Resolutions/2014-2015/documents/3199.shtml) which includes these items in the resolution[[2]](#footnote-2):
    1. The ASCSU affirmed that opportunities for democratic participation for all faculty unit employees are essential components of shared governance and collegiality. This includes voting eligibility, leadership opportunities, campus and Statewide Senate representation, and inclusion and college, division, and departmental meetings.
    2. It encourages each campus senate to review or revise their constitutions and policies to include lecturers, non-tenure-track librarians, coaches, and counselors in the term “faculty” in a manner consistent with the CSU-CFA Collective Bargaining Agreement (Article 2.13).
    3. While maintaining strong resolve to increase the percentage of tenure-track positions, the ASCSU encourages campus senates to review or revise policies to encourage participation of all faculty-unit employees in governance matters, wherever appropriate. The resolution stresses that this increased participation should not supplant the purview of tenured and probationary faculty, and should be fairly compensated.

In response to the resolution, the Faculty Affairs Committee discussed the status of non-tenure track faculty at three meetings in spring 2015. At the 24 March senate meeting, FAC Chair Johnson gave a full report to the senate that emphasized the need for a broader discussion across departments that includes discussion of these four recommendations from the American Association of University Professors:

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| RECOMMENDATION 1: Institutional policies should define as “faculty” and include in governance bodies at all levels individuals whose appointments consist primarily of teaching or research activities conducted at a professional level. These include (1) tenured faculty, (2) tenure-track faculty, (3) full- and part-time non-tenure-track teachers and researchers, (4) graduate-student employees and postdoctoral fellows who are primarily teachers or researchers, and (5) librarians who participate substantially in the process of teaching or research. Those individuals whose primary duties are administrative should not be defined as faculty.    RECOMMENDATION 2: Eligibility for voting and holding office in institutional governance bodies should be the same for all faculty regardless of full- or part-time status. Institutions may wish to establish time-in-service- eligibility requirements; if the eligibility requirement for full-time faculty is expressed in calendar time (for instance, a year), it would have to be translated into terms (for instance, two semesters) applicable to part-time faculty in order to accommodate those who teach intermittently.    RECOMMENDATION 3: While reserving a specified number of seats for contingent faculty may be adopted as a transitional mechanism to ensure at least some contingent faculty representation in institutional governance bodies, ideally there should be no minimum or maximum number of seats reserved in institutional governance bodies where representation of contingent faculty is appropriate, as described elsewhere in this report.    RECOMMENDATION 4: All members of the faculty, defined on the basis of their primary function as teachers or researchers and assuming that they meet any time-in-service requirements, should be eligible to vote in all elections for institutional governance bodies on the basis of one person, one vote.  Full set (8 recommendations) at: <http://www.aaup.org/inclusion-governance-faculty-members-holding-contingent-appointments-recommendations> |

1. **What are the definitions of *General Faculty* at Stanislaus and of *Faculty Unit Employee* in the Collective Bargaining Agreement?** [[TOP](#57gzcb437wk1)]The Constitution of the General Faculty at Stanislaus defines *membership* and *associate membership* of the General Faculty:

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| ARTICLE III. ORGANIZATION OF THE GENERAL FACULTY Section 1.0 Membership of the General Faculty of California State University, Stanislaus, is defined to include the President of the University and all full-time academic and academic-closely related employees. Academic closely-related employees include librarians, counselors, and employees with academic rank. In general, membership in the General Faculty shall be limited to professional employees whose duties pertain to instruction, instructional support, and student counseling.   1.1 Associate membership in the General Faculty shall include academic and academic-closely related personnel employed less than full time. They shall have the privilege of debate, but shall have no vote. |

The Collective Bargaining Agreement between the CSU and the California Faculty Association defines *faculty unit employee* as

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| 2.13 Faculty Unit Employee – The term “faculty unit employee” or “employee” as used in this Agreement refers to a bargaining unit 3 member who is a full-time faculty unit employee, part-time faculty unit employee, probationary faculty unit employee, tenured faculty unit employee, temporary faculty unit employee, coaching faculty unit employee, counselor faculty unit employee, faculty employee, or library faculty unit employee. |

1. **What is the current situation at Stanislaus?** [[TOP](#57gzcb437wk1)] In FAC Chair Johnson’s report at the 24 March senate meeting, she noted that our constitution limits membership of the general faculty to all full time academic and closely related employees[[3]](#footnote-3). Part time faculty members have privilege of debate, but no vote. There’s very little in governance that part-time faculty can participate in.

We should consider: What kind of voting rights should part-time faculty have? What qualifications might there be for voting rights? What forms of participation (office, membership in committees) should non-tenure-track faculty be eligible for? Those parts of our constitution that require a certain percentage of votes to bring a petition forward might need to be changed. We recommend that as a starting point the Senate have a conversation and take the issues back to their departments. Further discussion of equitable participation in shared governance may be urged for colleges, as well.

1. **What are the numbers related to PT-FT-TT faculty and teaching at Stanislaus?** [[TOP](#57gzcb437wk1)]

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| **Fall 2014** | **Total** | **Tenure Track** | **Lecturer FT** | **Lecturer PT** | **TA** |
| Headcount/%[[4]](#footnote-4) | 546 | 242 (44%) | 31 (6%) | 257 (47%) | 16 (3%) |
| FTEF/% | 350 | 206 (59%)[[5]](#footnote-5) | 30 (9%) | 110 (31%) | 4 (1%) |
| FTES/% | 7695 | 3762 (49%) | 650 (9%) | 3212 (42%) | 71 (1%) |
| **Spring 2015** | **Total** | **Tenure Track** | **Lecturer FT** | **Lecturer PT** | **TA** |
| Headcount/% | 541 | 245 (45%) | 26 (5%) | 259 (48%) | 11 (2%) |
| FTEF/% | 344 | 209 (61%) | 25 (7%) | 107 (31%) | 3 (1%) |
| FTES/% | 7173 | 3558 (50%) | 629 (9%) | 2949 (41%) | 37 (.5%) |

Full 5-year data <http://tinyurl.com/FacultyStatusTeachingData>

Non-tenure-track teaching faculty are rarely assigned or evaluated on any work other than classroom teaching. That is, there can be no expectation for non-tenure track faculty to provide “service” in the form of participation in shared governance. It is possible to compensate non-tenure-track faculty who work outside of teaching, for example with assigned time or stipends. Sonoma State has a long-standing policy providing for such compensation. Non-tenure-track faculty may also volunteer their work in shared governance.

1. **What are the current voting rights for faculty at Stanislaus?** [[TOP](#57gzcb437wk1)]See [**https://www.csustan.edu/faculty-handbook/general-faculty/voting-rights**](https://www.csustan.edu/faculty-handbook/general-faculty/voting-rights)Questions have arisen about the ability of non-tenure-track faculty participation in department deliberations about hiring, evaluation or setting evaluation criteria, or recommendations for tenure and promotion?  
   Section 2 of the voting right page includes:

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| positions and issues for which only probationary and tenured full time faculty unit employees may vote:   * Departmental retention, promotion, and tenure committees for the department of which the employee is a member (MOU Article 15.35) * School/College retention, promotion, and tenure committees for the School/College of which the employee is a member (MOU Article 15.35) * The University Retention, Promotion, and Tenure Committee (MOU Article 15.35) * Leaves and Awards Committee (MOU Article 27.5) * Changes in Retention, Promotion, and Tenure Procedures * Post Tenure Review Committee (MOU Article 15.35) * Programmatic areas (5/10/01 FAC) |

1. **Who is involved in this discussion?** [[TOP](#57gzcb437wk1)]The ASCSU resolution specifically encourages campus senates to engage in review of these issues, so we assume that all or most campuses will discuss. Certainly, though, part-time and full-time non-tenure-track faculty should be involved. On 18 April 2015, lecturers from across the system met for the Lecturer Shared Governance Conference; see: <https://csulecturers.wordpress.com/>   
     
   The president and other senior administrators are also participating in the discussion.
2. **What will the end results be?** [[TOP](#57gzcb437wk1)]The results could range from no changes to some changes that redefine what constitutes the General Faculty, changes that increase opportunities for non-tenure-track faculty, and changes that fully equalize voting and opportunities forevery faculty member. Such changes may be technical ones that require altering policies and the faculty constitution.[[6]](#footnote-6)  
     
   Other changes may not be of policy but in the ways opportunities are provided, e.g., inclusion at New Faculty Orientations or opportunities for travel and teaching initiative funding.
3. **What topics/concerns/issues have been raised in the discussion so far?** [[TOP](#57gzcb437wk1)]Some initial items raised at the 3/19/15 Academic Senate discussion:
   1. status of coaches
   2. supplanting the “purview” of TT
   3. increase in the number of voters and potential effects
   4. difference in motivations for TT faculty, and how that affects perspective
   5. requirement to participate, and concern that opportunities do not become expectations
   6. no expectation of scholarship or service for non-TT (as justification for 2 tiers), and how that affects perspective in, e.g., voting
   7. ranks within TT that limit service opportunities
   8. seats set aside for temporary faculty
   9. curricculum development votes by PT faculty.

Further, additional items from the discussions of the FAC include: non-tenure-track faculty perceive they are seen as “second-class citizens,” reduction in the percentage of TT faculty and its effect on governance, how to ensure that opinions of non-TT faculty are brought into the discussion, fractional voting, committee memberships and funding for non-TT faculty, limitations based on years of service, attaining quorums for meetings, increasing the pool of faculty willing to take on governance work, votes in RPT deliberations/policies.

1. **What is the situation on other campuses?** [[TOP](#57gzcb437wk1)]There are widely different situations. At Sonoma State, all faculty, full-time and part-time, tenure-track and non-tenure track, are regarded as members of the faculty. All faculty with at least a 50% timebase are eligible to vote, and to serve in any office in shared governance (where not barred by the Collective Bargaining Agreement). At CSU Los Angeles, only tenure-track faculty are defined as faculty in the constitution, and only they are eligible to vote or to participate in shared governance.   
     
   At most CSU campuses, lecturers have at least one representative on the academic senate, as is the practice at CSU Stanislaus.
2. **What processes have and should we follow to work on these issues?** [[TOP](#57gzcb437wk1)]We are following the recommendation of the FAC to engage the question broadly and to ensure that non-TT faculty have the opportunity express their views. We contemplate open forums both to gather as well as disseminate information as well as a survey that will allow for anonymous response.

1. PT-FT-TT: Part-Time--Full-Time--Tenure-Track. Note that some faculty who teach 30 WTUs are classified as Part-Time. [↑](#footnote-ref-1)
2. Statewide Academic Senate resolutions are not binding on the local campuses. [↑](#footnote-ref-2)
3. We do include “individuals whose primary duties are administrative.” (See recommendation 1 in item 2 above.) [↑](#footnote-ref-3)
4. For a given faculty group: *Headcount* equals the “raw” number of faculty. *FTEF* equals the number of *full-time equivalent faculty* (for example a part-time faculty teaching .4 and part-time faculty teaching .6 would combine to equal 1 FTEF). *FTES* equals the number of *full-time equivalent students* taught. [↑](#footnote-ref-4)
5. If one were to assume teaching makes up an average of 80% of designated workload for TT-faculty (i.e., 24 of 30 units), the *teaching* FTEF would be 165 (47%). [↑](#footnote-ref-5)
6. Changes to the faculty constitution and other policy documents, interestingly, will require a two-thirds vote of those currently enfranchised as well as approval by the President. [↑](#footnote-ref-6)