

Steering Subcommittee on the Structure of the Senate and Senate Committees

At the November 15, 2018 meeting of the Senate Steering Committee, Tom Gessells and Andrew Jordon presented [a proposal](#), on behalf of the University Staff Advisory Committee (USAC), to increase the representation of staff members in the senate and on senate committees. They made the case that staff employees hold important positions throughout the university, and serve as key personnel in supporting the university's academic, research, and operational mission. Despite their significant role in the university, staff do not have any voting members in the Senate and have limited representation on senate committees.

After a discussion of the USAC proposal, as well as some other issues relating to the senate membership, including the need to add the Dean of the Glenn College of Public Policy, and to expand the participation of non-tenure track faculty in senate committees, the Steering Committee formed a subcommittee. The subcommittee was tasked with generating specific recommendations for ways to make the senate and its committees more representative. The general sense of the discussion was that a more diverse and inclusive senate will further strengthen our nationally-recognized model of shared governance.

Subcommittee Members

Amy Darragh, Enrico Bonello, Tom Gessells, and Ben Givens were steering committee members on the subcommittee. Kate Greer served as a student representative on the subcommittee.

Recommendations for Senate Membership

Consistent with the USAC proposal, the subcommittee recommends adding five voting staff members to the Senate. It was determined that the most parsimonious way to add five staff members to the senate, while keeping the faculty in the majority, and not significantly affecting the student voice is to reduce the number of administrative senators.

In considering the 26 administrative members, the proposal that was deemed fairest is to remove the three divisional deans of the College of Arts and Sciences (ASC). In addition, the dean of the Glenn College of Public Affairs needs to be added to the senate, having never been added since the school was made a college. With the net reduction of administrative members by two, it is necessary to add one faculty senator in order to keep faculty as the majority of voting members.

The subcommittee also recommends that each senate committee chair be made a non-voting member of the senate, if they are not already a member of senate. The subcommittee believes that the chairs of our senate committees should have the floor privileges of a non-voting member.

<u>Constituency</u>	Current		Proposed		<u>Change</u>
	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	
Faculty	70	51.1	71	50.4	1
Administration	26	19.0	24	17.0	-2
Undergraduate Students	26	19.0	26	18.4	0
Graduate Students	10	7.3	10	7.1	0
Professional Students	5	3.6	5	3.5	0
Staff	0	0.0	5	3.5	5
Total voting	137		141		4
Non-voting	7		25		19
Total	142		165		23

Recommendations for Senate Committee Membership

Over the past several years, the steering committee has asked individual senate committees to look into their membership and consider adding non-tenure-track (NTT) faculty. This approach of deferring to each committee resulted in a few committees adding or allowing NTT faculty, but not as many as senate leadership believes is appropriate.

There are no committees for which the Duties and Responsibilities are specifically and exclusively directed to issues facing tenure-track (TT) faculty. In other words, issues on which committees deliberate apply to all faculty. Therefore, the recommendation is to allow NTT faculty to participate in senate committees. Honoring the traditional role of TT faculty and their bond to the university, the subcommittee recommends that not less than two-thirds of faculty on any committee be tenure-track. Further, it is proposed that the executive committee of faculty council make all committee appointments of NTT faculty.

The subcommittee agrees with the USAC proposal that some senate committees would benefit from the addition of staff members. Specifically, it is recommended that a voting staff member be added to Athletic Council, the Committee on Enrollment and Student Progress, the Council of Academic Affairs and a staff senator to the Rules Committee. Additionally, it is recommended that the chair-elect of USAC should be made a non-voting member of the Steering Committee.

In order to recognize the importance of the voice of deans in the senate, it is recommended that a curricular dean be added as a voting member to the Council of Academic Affairs.

Summary of Specific Recommendations

The University Senate

- 1) Add five staff members as voting members
- 2) Remove the three divisional deans of Arts and Sciences as members
- 3) Add the dean of the Glenn College of Public Affairs
- 4) Add one faculty member
- 5) Add the chairs of senate committees as non-voting members, unless they are already members of the senate.

Senate Committees

- 6) Unless otherwise specified in the rules, require that a minimum of two thirds of the faculty membership of any committee be tenure track faculty.
- 7) Add a new voting staff member to Athletic Council, the Committee on Enrollment and Student Progress, the Council of Academic Affairs (CAA) and a staff senator to the Rules Committee.
- 8) Add the president-elect of USAC as non-voting member of the steering committee
- 9) Add a curricular dean to CAA.

Please see the attached document that outlines the specific rule change language recommended, and provides additional justification for each suggested change.