

## Faculty Senate Proposal

**Proposition:** 19-07/08 Final Version

**Sponsor(s):** Sterling (CAHE), Barnett-Queen (HSS), Bosman (Library), Erickson (Business), Ketelaar (A&S), Landers (CES), McDonald (Alamogordo), Munson-McGee (Eng)

**Proposed Committee:**

**Assigned Committee:** Long Range Planning 3/13/08 and 4/10/08

**Title:** Regular Nontenure-track Faculty Representation on the Faculty Senate

**Proposal:** A proposal to amend the Constitution of the Faculty Senate to secure representation of Regular Nontenure-track Faculty

We propose that Article I of the Constitution of the Faculty Senate be changed from:

For the purpose of this constitution, the term “faculty” shall refer to any individual who is tenured or holds a tenure-track position and is not retired.

To:

For the purpose of this constitution, the term “faculty” shall refer to any individual who is tenured or holds a tenure-track or regular nontenure-track position and is not retired.

We also propose that Article III, Section A of the Constitution of the Faculty Senate be changed as follows (changes in color):

The Senate shall be composed of three categories of members: (1) the elected chair of the Faculty Senate; (2) 60 elected senators; and (3) ex officio nonvoting members as specified in a bylaw of the Faculty Senate. Of the 60 elected senators, 54 shall be tenured or tenure-track faculty: 4 shall be from the branch colleges (1 from each branch existing in 1982); 3 shall be from the Cooperative Extension Service; 1 from the University Library; and the remaining 46 tenure-track members shall be divided into 2 categories, 23 elected from the colleges in proportion to the number of majors enrolled (both graduate and undergraduate) and attending the main campus academic departments, and 23 elected from the colleges in proportion to the number of tenured or tenure-track faculty in the main campus academic departments in each college. The remaining 6 members shall be regular nontenure-track faculty members: 1 representing all 4 branch colleges; 1 from the Cooperative Extension Service; and 4 nominated and elected at large from the main campus, with the following stipulations: a) no more than 1 nontenure-track representative

from any department may serve at the same time, and b) no more than 2 nontenure-track representatives from any of the senate electing groups as defined in Article VI, Section A may serve at the same time.

We also propose changing Article IV, Section A, which states: “All faculty as defined in Article I shall be eligible to vote for the election of members of the Faculty Senate and to hold office as members of the Faculty Senate,” to “Tenured and tenure-track faculty will vote on tenured and tenure-track nominees to the Faculty Senate. Regular nontenure-track faculty will vote for their representatives.”

**Rationale:**

Presence of Regular Nontenure-track Faculty

Regular nontenure-track faculty are defined in Section 5.15.40 of NMSU’s Policy Manual as having contracts and opportunities for evaluation and promotion. Currently 18% of New Mexico State University faculty are regular nontenure-track (according to numbers provided by IRPOA, below), and the NMSU Policy Manual (5.15.40, Guidelines) allows nontenure-track faculty to comprise up to 25% of all faculty FTE on main campus. Adding 6 regular nontenure-track faculty senators would establish their representation at 10% of the total number of senators.

The table below, based on information provided in February 2008 by NMSU’s Office of Institutional Research, Planning, and Outcomes Assessment, indicates the significant contribution made by college faculty at NMSU to the university’s mission:

Number of Tenure-track and Regular Nontenure-track faculty by College\*

College	Tenured and Tenure-track faculty	Regular Nontenure-track, full-time	Regular Nontenure-track, part-time	FTE for Non-tenure Track FTE
Ag & Home Econ	88	9	1	9.75
Arts & Sciences	239	45	19	56.5
Business	66	5	2	6.7
Coop Extension Serv	110	32	0	32.0
Education	57	15	0	15.0
Engineering	76	4	1	4.75
Health & Social Serv	42	10	6	13.8
Library	17	1	0	1.0
Alamogordo	30	14	7	18.7
Carlsbad	24	4	0	4.0
Dona Ana	101	7	0	7.0
Grants	13	1	0	1.0

\*All data from ODS Banner HR Tables as of IPEDS 2007 Census; Library and CES data from those units.

This table does not include temporary hires.

Contributions of Nontenure-track Faculty

Many departments on campus have fewer tenure-track lines than needed to teach courses in their majors and graduate programs, creating a need for nontenure-track faculty to teach many undergraduate courses. Therefore the current definition of faculty in Article I of the Constitution of the Faculty Senate does not reflect the actual composition of teaching faculty on NMSU's main campus. Regular nontenure-track faculty are responsible for generating large numbers of student credit hours, often working with our younger undergraduates. These faculty are key to our retention efforts and a direct bridge between entering students and administration.

Most regular nontenure-track faculty members have years of experience and a long-term commitment to the university comparable to those of tenure-track faculty. Although the University is not legally obligated to renew appointments of nontenure-track faculty,

NMSU's Policy Manual states, "employing units are strongly encouraged to attempt to maintain a stable job environment for this type of appointment" (5.15.40). The current definition of "faculty" in Article I does not take into account the great progress New Mexico State University has made in the last ten years in professionalizing and regularizing many of its nontenure-track faculty, offering these faculty opportunities for professional development, service and promotion. NMSU has recognized the vital contributions of nontenure-track faculty to the overall education of its students.

The Faculty Senate exercises "legislative jurisdiction over policies affecting the university's academic mission in regard to teaching, research, extension and service." As nontenure-track faculty contribute substantially to these missions, their input into these policies would be valuable. Many regular nontenure-track faculty members have expertise and experience that could offer productive input into the work of Faculty Senate committees such as Faculty Affairs and Viewing a Wider World.

At least three of our peer institutions--Utah State University, Oregon State University and Iowa State University-- welcome nontenure-track faculty membership on their faculty senates.

AAUP supports "contingent faculty" serving on faculty senates as well. Their Policy Statement on Contingent Appointments and the Academic Profession under the section, "Integrity of Faculty Work," states, "Curricular and other academic decisions benefit from the participation of all faculty, especially those who teach core courses. Governance responsibilities should be shared by all faculty at an institution...."

The Faculty Senate's mission statement begins, "The Faculty Senate represents the views, needs, and interests of the Faculty of New Mexico State University." Because Faculty Senate decisions affect all classrooms and all faculty, the Faculty Senate should include representatives of all regular faculty.