

TITLE: Motion to Change Faculty and Administration Bylaws to add Adjunct Representation to the Faculty Senate

With specific changes to FAM Bylaws:

- 1a: Article III, Section 1, A.;*
- 1b: Article III, Section 2, A.;*
- 1c: Article IV, Section 2., A.;*
- 1d: Article IV, Section 2., B., 2;*
- 1e: Article IV, Section 2., D., 2-7;*
- 1f: Article IV, Section 2., E.-G.;*
- 1g: Article IV, Section 3., A.;*
- 1h: Article IV, Section 4., F., G., I., M.*

INTENT: This series of motions would result in the addition of three new senators, from the adjunct faculty as Adjunct Faculty Senators with full voting privileges to the existing Faculty Senate. The motion is guided by the following principles:

- (1) anyone teaching as an instructor of record on an adjunct basis is eligible to stand for election to the Senate and the three committees designated for adjunct participation.
- (2) once elected as a senator, any adjunct faculty member so elected should have all the rights and obligations of any other senator.
- (3) adjuncts are temporary employees and service must be voluntary
- (4) election or service in faculty governance by an adjunct should not be allowed to be viewed or argued as a promise for employment as an adjunct or as part of the work load of an adjunct
- (5) some proportioning of adjunct representation should be described to achieve diversity of adjunct representation
- (6) adjunct senators should be held to an experience requirement similar in some respects to that imposed on regular faculty so that adjunct faculty do not have greater representation or voice in the governance of the faculty than do newly hired regular faculty
- (7) Adjunct Faculty Senators would not have voting privileges at Ordinary or Extraordinary Faculty meetings, but the Adjunct Faculty Senators would have full voting rights on all matters brought before the Faculty Senate.

For each proposed change ~~single-strike-through-text~~ is a deletion, underlined text is new language.

MOTION 1a: To Change Article III, Section 1, A.

Proposed Change:

Article III. Officers

Section 1. Speaker of the Faculty

- A. The Speaker of the Faculty must meet the eligibility requirements of Faculty Senators as specified in Article IV, Section ~~2A~~ B. 1.

RATIONALE: Article IV, Section 2A refers to the composition of the senate, Section 2B refers to eligibility. The change from Section 2A to Section 2B should be made for clarity even if the rest of the motions related to adjunct faculty representation are not approved. Subsection 2 (section 2., B., 2.) is a new subsection created by adding Adjunct Faculty Senators. This change means that Adjunct Faculty Senators could not be Speaker of the Faculty.

MOTION 1b: To change Article III, Section 2., A.

Proposed Change:

Article III. Officers

Section 2. Faculty Secretary

- A. The Faculty Secretary must meet the eligibility requirements of Faculty Senators as specified in Article IV, Section ~~2A~~ B. 1.

RATIONALE: Article IV, Section 2A refers to the composition of the senate, Section 2B refers to eligibility. The change from Section 2A to Section 2B should be made for clarity even if the rest of the motions related to Adjunct Faculty representation are not approved. Subsection 2 (section 2., B., 2.) is a new subsection created by adding Faculty Adjunct Senators. This change means that Adjunct Faculty Senators could not be Faculty Secretary.

MOTION 1c: To change Article IV, Section 2, A.

Proposed Change:

Article IV. Faculty Senate

Section 2. Composition and Election

A. Composition.

There shall be 50 Faculty Senators, apportioned by the percentage of faculty in each school (~~including the Library~~ the library shall be considered a school for this purpose) and 3 Adjunct Faculty Senators with voting privileges.

There shall be one ~~senator~~ Faculty Senator elected by each academic department, with the remainder of a school's senators elected at-large by the faculty in that school. If a school should have more departments than its apportioned senators, then all of that school's senators shall be elected at-large by the faculty in that school. (Ins. December 2009) The Adjunct Faculty Senators shall represent at least two different schools (including the library) and three different departments.

RATIONALE: Despite their considerable instructional contribution to the College, adjunct faculty members currently have no formal representation on the Faculty Senate and no formal role in the shared governance of the College. This motion makes a modest effort at remedying that lack by adding three adjunct faculty senators. It is to be understood that adjunct senators will be representing the class of adjunct faculty rather than the schools or departments that they primarily teach in. Adding three adjunct senators from at least two different schools and three departments ensures some diversity of representation without requiring an unrealistic number of representatives, and without creating a bloc large enough to dramatically alter current academic disciplinary representation.

MOTION 1d: To add Article IV, Section 2., B., 2;

Proposed Change:

Article IV. Faculty Senate

Section 2. Composition and Election

B. Eligibility

1. A Faculty Senator must be a full-time tenured, tenure-track, Instructor, or Senior Instructor employee of the College who has completed at least three years of service at the College, and who normally teaches at least three contact hours per semester or the equivalent in assigned research or who is a full-time professional librarian. Without regard to teaching load, Department Chairs, Assistant Department Chairs, and Associate Department Chairs who otherwise would be members of the regular faculty are eligible to serve as Faculty Senators. (App. April 2005) Administrative officers, the Dean of the Graduate School, the Academic Deans, the Dean of the Honors College, Associate Deans, and Assistant Deans are not eligible to serve as Faculty Senators. Faculty members on Leave, teaching away from the Charleston campuses, or for other reasons unable to attend Senate meetings regularly, are not eligible to serve as Faculty Senators.

(Rev. May 2009, Dec. 2011)

2. An Adjunct Faculty Senator must have been employed as an adjunct faculty [as defined in Article III, Section A, 2, b, (4)] instructor of record at least twice in the preceding three academic years prior to election as an Adjunct Faculty Senator and must be currently employed as an adjunct faculty (as defined above) at the time of service as an Adjunct Faculty Senator. Election to the position of an Adjunct Faculty Senator or service as an Adjunct Faculty Senator is entirely voluntary, does not guarantee or in any way affect departmental hiring of adjunct faculty, nor shall it affect rate of pay or determination of hours of service for adjuncts. Concurrently serving Adjunct Faculty Senators must represent at least two different schools and three different departments.

RATIONALE: The current language describing eligibility of regular faculty is set into its own newly created subsection, and a second subsection describing eligibility of adjunct faculty is added. Representation is sought only for adjunct faculty who hold active teaching assignments.

The requirement for prior teaching experience is patterned after the requirement that regular faculty must have completed three years of service, but with the recognition that adjunct faculty might not teach every semester in an academic year. To avoid the many issues related to service by adjuncts who are temporary employees it is emphasized here and elsewhere that such service is entirely voluntary, contingent upon employment as an adjunct, and not related to prospects for future employment; nor does it affect the pay an adjunct receives.

MOTION 1e: To change Article IV, Section 2., D., 2-7;

Proposed Change:

Article IV. **Faculty Senate**

Section 2. Composition and Election

D. Election

1. Without regard to teaching load, all and only regular faculty members as defined in Art. I, Sect. 1, excluding all those qualifying as *ex officio* regular faculty members under provision (3), are eligible to vote in ~~Senate~~ elections for Faculty Senators.
- ~~2.~~ Only adjunct faculty [as defined in Article III, Section A, 2, b, (4)] who are also currently listed as instructor of record for at least one course are eligible to vote in elections for Adjunct Faculty Senators.
- ~~2.3.~~ No later than February 15, vacancies from the group of at-large ~~Faculty Senate seats~~ Faculty Senators will be filled by means of an election conducted among the eligible faculty of each school (as defined in Section 1 above) through ballot. By February 1, any and all regular faculty of a school may forward nominations or self-nominations to the Committee on Nominations and Elections for the at-large ~~Faculty Senateors seats~~ Faculty Senators seats in that school. The candidates receiving the most votes cast in these elections shall be elected to the at-large seats allocated to each school. Any tie shall be decided by lot. (Rev. December 2009)
- ~~3.4.~~ No later than March 15, each of the academic departments and Library will elect its Faculty Senator(s) from among its eligible members (as defined in Section 2B above). (Rev. December 2009)
- ~~5.~~ No later than April 15, the three Adjunct Faculty Senators shall be elected by the adjunct faculty in a manner consistent with the representation described in Section 2, B above.
- ~~4.6.~~ The Committee on Nominations and Elections shall oversee all Senate elections. (Rev. December 2009)
- ~~5.7.~~ All elections for at-large ~~Faculty Senateors and Adjunct Faculty Senators seats~~ Faculty Senators and Adjunct Faculty Senators seats shall be conducted by secret ballot. Upon the receipt of a vote, the Committee on Nominations and Elections shall ensure that

the vote was cast by an eligible voter. In case of a tie vote, the election is decided by lot. (Rev. December 2009)

RATIONALE: To enable election of Adjunct Faculty Senators, distinct from that of Faculty Senators.

MOTION 1f: To change Article IV, Section 2., E.- G.;

Proposed Change:

Article IV. **Faculty Senate**

Section 2. Composition and Election

E. Terms of Office

1. The term of office for Faculty Senators shall be two years; terms begin the day after spring commencement. A Senator shall be eligible for re-election to one additional consecutive term, following which one year must pass before he or she is again eligible. For purposes of eligibility, a partial term of service of one year or more shall be counted as a full term. Additionally, in order to maintain continuous service by departmental senators, any department with no eligible members may petition the Committee on Nominations and Elections for an exception at any time. One half of the Senators are elected each year. In the first year, election is for seats of one or two year terms, determined by lottery. A Faculty Senator elected in the first year to serve a one-year term is then eligible to be re-elected to two additional full terms. (Rev. April 2010)

2. Adjunct Faculty Senators shall be elected to fill a vacancy that spans an entire academic year, commencing in August at the beginning of the period of contracted employment as an adjunct faculty member. An elected Adjunct Faculty Senator can only serve during times of active employment as an instructor of record, so her(his) status as an Adjunct Faculty Senator lapses at the conclusion each contract period but is automatically renewed at the start of the ensuing contract period in the academic year. Service in any combination of semesters over a four-year service period requires that a full calender year must pass before he or she is again eligible to serve as an Adjunct Faculty Senator. Additionally, in order to maintain continuous adjunct representation at the senate, the office of the Provost or the Speaker of the Faculty may petition the Committee on Nominations and Elections for a special election to fill a vacated Adjunct Faculty Senator seat.

F. Any Faculty Senator or Adjunct Faculty Senator may be recalled from her/his position as the result of a special election initiated by a recall petition to the Speaker of the Faculty signed by 25% of her/his electorate as defined in Article IV, Section 2D. In the special election the Senator shall be recalled

if at least 75% of those eligible to vote for the position have cast a ballot, and if a simple majority of those voting has voted in favor of recall.

- G. Vacancies due to resignation, non-employment of Adjunct Faculty Senators, recall or any other reason may be filled by a special election by the appropriate electorate. Senators elected in such special elections will serve out the term of the Senators they replace. If an at-large Faculty Senator needs to be replaced, the faculty of that school shall elect the replacement by ballot. No Senator, including replacement Faculty Senators and Adjunct Faculty Senators shall serve for more than four consecutive years. (Rev. Jan. 2007, April 2007; Ins. April 2007; Rev. December 2009)

RATIONALE: To define terms of office Adjunct Faculty Senators. For Adjunct Faculty Senators, service is limited to times when they are actively employed.

MOTION 1g: Article IV, Section 3., A.;

Proposed Change:

Article IV. Faculty Senate

Section 3. Offices

A. Speaker of the Faculty *Pro Tempore*

The Speaker of the Faculty *Pro Tempore* is a Senator elected by the Senate at its first meeting of the academic year. Adjunct Faculty Senators may not be elected Speaker of the Faculty *Pro Tempore*. This officer presides at Senate meetings and performs other duties in the temporary absence of the Speaker of the Faculty; she or he presides when the Speaker is participating in Senate debate. While presiding, the Speaker *Pro Tempore* has voting privileges only when the other Senators' votes are evenly divided. The term of office is one year (one year as Speaker *Pro Tem*; the Speaker *Pro Tem* is a Senator, and the term of office as Senator is two years), and no Speaker *Pro Tem* may serve more than four consecutive one-year terms as Speaker *Pro Tem*.

RATIONALE: In keeping with previous objective in Motions 1a and 1b to keep faculty leadership positions within the senate in hands of regular faculty.

MOTION 1h: Article IV, Section 4., F., G., I., M;

Proposed Change:

Article IV. Faculty Senate

Section 4. Meetings of the Faculty Senate

- F. All meetings of the Faculty Senate shall be open, with the provision that the Senate may, by two-thirds vote, restrict a session to regular College faculty and Adjunct Faculty Senators only, subject to state and federal law. Space will always be provided for all College faculty present and wishing to attend.
- G. Only Senators have voting privileges.
- H. Agendas for all regular and special Faculty Senate meetings shall be distributed to all members of the College Faculty at least one week prior to each meeting. In exceptional cases, the Speaker of the Faculty may modify the agenda in order that the Senate may address concerns in a timely fashion.
- I. Members of the College faculty who are not Senators have floor but not voting privileges at Senate meetings.
- J. The order of business for each regular Senate meeting shall include the opportunity for expression of faculty constituents' general concerns (i.e., concerns not directed toward specific agenda items). Any members of the College faculty may at this time present matters that they wish to bring before the Senate and may question Senators about matters before the Senate. The Speaker of the Faculty must provide at least fifteen minutes per meeting for all such expression of constituents' general concerns.
- K. The agenda for each regular Senate meeting shall include reports by the President of the College and the Provost or their designees about actions taken on Senate recommendations and about all matters of concern to the Senate. In addition, the Speaker of the Faculty and the Senate may request timely administrative reports on matters of concern to the Senate.
- L. The order of business for regular meetings of the Faculty Senate shall be as follows, subject to change by the Speaker of the Faculty as per Article IV, Section 4H or by a simple majority vote of the Senate:
 - 1. Call to order

2. Approval of the minutes of previous meeting
3. Announcements and information
4. Reports
 - a. College and Senate Committees
 - b. President and Provost
5. Old business
6. New business
7. Constituent's general concerns
8. Adjournment

M. The Faculty Secretary shall keep detailed minutes of Senate meetings, including attendance and absence of ~~S~~senators and *ex-officio* Senate members, as well as records of any roll call votes. Minutes will be distributed to all faculty members within two weeks after each meeting.

RATIONALE: To allow Adjunct Faculty Senators to attend all senate meetings, even if not open to the public.