

# Rutgers University Senate University Structure and Governance Committee

## Report and Recommendations on Charge S-0805

**Senate Representation by Full-time, Non-tenure-track Faculty:** Consider the [proposal by PTL Senator Joseph Markert to change eligibility for faculty Senator elections](#) to include full-time, non-tenure-track faculty. Respond to Senate Executive Committee by April 2009.

This charge is particularly timely because of the university's recently expanded use of annual or contingent faculty and because of the recent change in policy which permits annuals to continue working for Rutgers beyond the previous four-year limit. It is germane also because the University Senate has two categories for the election of Faculty Senators: full-time faculty (holding Senate terms of three years), and part-time lecturer and annual-appointee faculty (holding Senate terms of one year). Not only teaching faculty, but clinical, research, extension, and library faculty need to be included in one category or another, as well. The major issues to be considered by the University Structure and Governance Committee (USGC) in this matter were identified as:

- Are full-time lecturers, instructors, or the equivalent ("annuals," "contingents") considered to be faculty within Rutgers?
- If contingent instructors are faculty, should a full-time annual be constrained to run under the heading of "Part-time/Annual," thus limiting their length of term as well as requiring them to represent their status at-large instead of the academic unit in which they teach?
- Should full-time annuals be allowed to choose under which heading they wish to run?
- What should be done about "double dipping," i.e., one person running for election to the University Senate in more than one faculty category in the same election cycle?

There are four separate clauses in the University Policies or AAUP/AFT Collective Bargaining Agreement that touch on these questions. They do not all point in the same direction. The two that tend to include "annuals" under the rubric of "faculty" are the following:

**University Policy 50.2.1.A.(Definitions), (6):** "The term 'annuals' as used in paragraphs B(5) and C(1) with respect to eligibility to vote for a representative and/or to be elected to the Senate shall refer to non-tenure track faculty hired on a part-time basis for a calendar or academic year."

(This would make sense if the clause "on a part-time basis" were removed and; then "annuals" would not be conflated with "part-time lecturers.")

**The AAUP/AFT collective bargaining agreement** currently in force treats "annuals" as part of the "faculty" (although this is not so with part-time lecturers, who have a separate contract).

Conversely, **University Policy 60.5.10.E** states:

"Lecturers (defined elsewhere as "annuals") are *officers of instruction* whose connection with the University is temporary or whose service is discontinuous" (in contrast to Instructors, who are repeatedly referred to as "faculty members").

Additional ambivalence is introduced through **University Regulation 50.1.8.A**, which states:

“Each unit may designate any rank officer of the University as member of its legislative body.” This clause essentially leaves to the units the right to include “annuals” (“officers of instruction”) [and others, such as administrators] in its legislative body, i.e., faculty).

Given the ambivalence of the key terms, the USGC felt itself free to proceed pragmatically, attempting to craft a policy that would help strengthen the Senate as a representative and productive body. There was consensus within the Committee that the policy ought to be as inclusive as possible, since the Senate ought to welcome the growing number of contingent faculty within the university’s teaching ranks. In specific, the answers to the questions posed above are:

- Annual instructors are, for the purposes of election to the Senate, members of the faculty.
- In order to allow the most enthusiastic members of the teaching community to participate in the Senate’s deliberations, annual instructors ought to be free to run either in the NTT/PT pool or in the general faculty pool.
- Running for University Senate election in multiple categories in the same election cycle should be prohibited.

To that end, the following recommendation is proposed:

After University Policy **50.2.1.A.(6)**, amended to remove the phrase “on a part-time basis” (see above), insert the following sentences: “All full-time teaching, clinical, extension, research, or library personnel—whether tenured, tenure-track, or non-tenured—between the ranks of Professor II and Lecturer, or equivalent, shall be eligible to be elected to the Senate. Annual personnel may not run in more than one election at one time, nor may they stand for election to any Senate faculty-membership position if currently occupying another Senate position.”

The Committee’s first recommendation is therefore:

*That University Policy 50.2.1.A.(6) be amended to read:  
 “The term ‘annuals’ as used in paragraphs B(5) and C(1) with respect to eligibility to vote for a representative and/or to be elected to the Senate shall refer to non-tenure track faculty hired for a calendar or academic year. All full-time teaching, clinical, extension, research, or library personnel—whether tenured, tenure-track, or non-tenured—between the ranks of Professor II and Lecturer, or equivalent, shall be eligible to be elected to the Senate. Annual-appointee faculty may not run in more than one election at one time, nor may they stand for election to any Senate faculty-membership position if currently occupying another Senate position..”*

Additional considerations:

It is hoped that this precedent, if noticed (publicity of this matter, if approved, should be pursued), will encourage individual units to follow suit, both defining annuals as faculty and permitting them to run for the University Senate with other full-time faculty of that unit, if they so choose.

*For practical reasons, voting for PTL/Annual senators should be de-coupled from running for a senate seat. No change is recommended in regard to voting.*

While the Committee was discussing this issue, it decided to look at Senate-term length for part-time lecturers, staff, and students. It was found not desirable for student senators' terms to be longer than a year (so as to allow the greatest number of students to have the experience of serving in the Senate), nor was it advantageous for staff to serve longer than their present two years (some staff might have trouble getting approval from their managers to hold longer terms). PTLs (and annual-appointee faculty running in this category of Senate elections), however, could benefit from holding seats in the Senate for two years, as they would not have to run for office so often and new PTL senators would have more time to learn how the Senate functions, and to follow continuing committee issues.

Therefore, the USGC also recommends:

*That University Policy 50.2.1.B (5) be amended to read: "The term of part-time/annual representatives will be for a period of two years and will begin on July 1."*

As these recommendations involve changes in University Policy, if approved by the Senate, they then need to be approved by President McCormick and the Board of Governors in order to become effective.

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