Proposal: Representation for non-tenure track faculty on Faculty Senate, post-academic unit reorganization

The Collected Rules and Regulations ([310.035 Non-Tenure Track Faculty](https://www.umsystem.edu/ums/rules/collected_rules/faculty/ch310/310.035_non-tenure_track_faculty)) provide definitions within academic appointments for two categories of faculty, regular and non-regular, and three sub-categories within the latter:

* Regular faculty
	+ Ranked, tenured and tenure-track faculty (T/TT)
* Non-regular faculty
	+ Full-time, ranked, non-regular, non-tenure track faculty (NTT)
	+ Full-time, unranked, non-regular faculty; titles include instructor, lecturer, senior lecturer and visiting professor (unranked)
	+ Part-time, non-regular faculty (adjunct faculty)

According to data from the UMKC Data Warehouse obtained March 18, 2022, this is the breakdown of ranked non-tenure track (NTT) faculty, tenured and tenure-track faculty (T/TT), and unranked faculty:

* Ranked NTT 252
* T/TT 325
* Unranked 617

Therefore, a minimum number of NTT representatives on Faculty Senate should be guaranteed in the Faculty Senate Bylaws, as opposed to being left up to chance, happenstance, or the varying electoral practices of the academic units.

Academic units with a significant percentage of both NTT and T/TT faculty should be encouraged, if not required, by Faculty Senate to elect a minimum of one NTT and one T/TT Senator as their unit representatives. This is a current practice (even if it is not a Bylaw or documented Standard Operating Procedure) in units such as the School of Nursing and Health Sciences.

Additionally, UMKC Faculty Senators historically are elected from within their academic unit, are embedded within their unit as teachers and researchers in their unit’s disciplines, are in close communication and working relationships with their unit colleagues, and perform a primary function of two-way communication between the faculty of their unit and Faculty Senate. Therefore, we propose mechanisms for minimum representation from regular elections instead of a system of electing at-large Senators of a particular faculty type.

# Proposal #1: Minimum one NTT and one T/TT representative per unit

In the Faculty Senate Bylaws, specify that units with NTT and T/TT faculty must elect at least one representative of each type:

Academic units shall elect a minimum of one non-tenure track Faculty representative, and a minimum of one tenure-track Faculty representative if the academic unit employs Faculty in both categories.

Explanation:

This proposal is based on the example communicated to UMKC Faculty Senate by academic units who use this system in their elections currently, either voluntarily or as stated in their unit Bylaws or Standard Operating Procedures (no documentation available at this time).

# Proposal #2: Common minimum for each category across all units

In the Faculty Senate Bylaws, guarantee a minimum total number of Senators from each category (NTT and T/TT) by specifying that the regular elections must produce the minimum, and providing a mechanism to achieve the minimum if they do not:

**Minimum Number of NTT and T/TT Representatives:**

The minimum number of NTT faculty representatives on the Faculty Senate shall be [X], and the minimum number of T/TT faculty representatives on Senate shall be [X]. If, as the result of academic unit selections of representatives, fewer than [X] NTT faculty or [X] T/TT faculty are included in the makeup of Faculty Senate on [the election deadline] of any year, Faculty Senate shall organize and hold a special election of the respective full-time NTT or T/TT faculty to achieve the minimum. Only NTT faculty will vote in a special election for an NTT representative; only T/TT faculty will vote in a special election for a T/TT representative.

The selected representatives will be added to the Faculty Senate in addition to those chosen by the academic unit selections, and their addition may increase the size of Faculty Senate to more than [Y] representatives. Representatives elected in special elections will serve regular two-year terms.

Explanation:

* In which [X] is the same number for T/TT and NTT representatives.
	+ Specifying a common minimum for both of the major categories of faculty is an equitable approach to minimum representation quotas.
* In which [X] is a number agreed upon by the current Senate after we determine our new governance body size and makeup for the post-unit reorganization Senate.
	+ This minimum number can not be finalized until the general representation approach or formula is decided.
* In which [Y] is the maximum total number of Senators specified in the Bylaws.
	+ If the new Faculty Senate Bylaws do not specify a maximum Senate size, this may be omitted:
	+ “and their addition may increase the size of Faculty Senate to more than [Y] full-time faculty ranked faculty representatives.”

This proposal is based on the system used by the [MU Faculty Council of University Policy](https://facultycouncil.missouri.edu/) (the MU faculty governance body) as described in [CRR 300.010 Faculty Bylaws of the University of Missouri-Columbia](https://www.umsystem.edu/ums/rules/collected_rules/faculty/ch300/300.010_faculty_bylaws_umc) under H. Faculty Council on UMC Policy, specifically H. 3**. Allocation of Representatives and H. 4. Minimum Number of T/TT and NTT Representatives**.