

UMKC VOTING FACULTY

Question: Who votes in campus-wide elections?
Who can serve in campus-wide offices?

This work was started with the need to determine the number of faculty in each academic unit to determine the number of senators for each unit, and when we learned in our first Senate meeting that some 3000 people may have received the email announcing the spring 2022 election (not that many voted!!).

Tim Lynch, Bill Keeton and Tom Mardikes have met several times, including a meeting with Susan Hankins (HR) and emails and information from Kelli Cox and Karl Kador.

Our goal as the Senate is to:

- 1: determine who should be eligible to vote in UMKC Campus-wide elections.
- 2: ensure those eligible to vote are the only people on the voting faculty list serve.
3. ensure those eligible to vote are the only people who get Qualtrics ballots.
4. if Senate so desires, suggest changes to the UMKC Voting Faculty definition in the Faculty Bylaws as agreed upon by Senate, affirmed by campus-wide faculty vote, affirmed by chancellor, and approved by curators.
5. determine the size of voting faculty in each academic unit and how many senators can be selected.

From our reading of these CRR documents (see appendix below), and in discussions with Susan Hankins from HR and Kelli Cox from Institutional Effectiveness, this is the broadest possible definition of the Voting Faculty at UMKC that is consistent with the current bylaws Voting Faculty would consist of:

Regular Faculty (all T/TT full-time):	365
Ranked NTT (incl Lib I-IV):	267
Unranked FT NTT Teaching:	64*
<u>Unranked FT NTT Research:</u>	<u>78*</u>
Total	774

*We believe the last two categories are all the people who *are not* T/TT or ranked NTT faculty, *are* full-time employees of UMKC, and have academic titles that *are* in the HR job family "Teaching & Research." Under a narrower interpretation of the term "academic appointment" used in the bylaws, people like research assistants would not be included. The bylaws are ambiguous. There is no reason to assume that the bylaws intended "academic appointment" to be the same thing that HR happens to call an "academic title."

Let's look at the categories of who is currently on our voting list:

Open Excel spreadsheet 'Faculty Count W22—tm'

Tab 1: Confidential

Tab 2: Summary

Tab 3: T TT

Tab 4: Ranked (these are full time ranked NTT)

Tab 5: FT Unranked ---Teaching (these are full time unranked NTT) (under the broad interpretation of the bylaws)

Tab 6: FT Unranked--- Research (these are also full-time unranked NTT) (under the broad interpretation of the bylaws)

Tab 7: Adjuncts (around 815)

Holding an election now, everyone in Tabs 3, 4, 5 & 6 will vote, under the broad interpretation of the bylaws. (774)

What we need to hear from Senate is whether the definition of Voting Faculty is what we want it to be or even think it is? (Again, we need to emphasize that the bylaws as they are written now are quite ambiguous, in addition to being written in a way that allows for an interpretation that would give all sorts of people the vote who probably shouldn't have a vote).

The groups below we currently allow to vote under the broad interpretation of the bylaws:

Visiting faculty

Research assistants, aides, scientists

Post Docs

Fellows

Instructors

Lecturers

Library Associate

Missouri S&T only allows regular faculty to vote (T/TT)

MU and UMSL only allow regular (T/TT) and ranked NTT

UMKC allows regular, ranked NTT *and* full-time, unranked NTTs to vote

The discussion is whether full-time, unranked NTT faculty should continue to be included in voting faculty, and if so, how broadly they should be defined.

Appendix

Pertinent documents from the CRR pertaining to the above notes:

From the Collected Rules & Regulations

300.010 MU Faculty Membership -- The University of Missouri-Columbia faculty shall consist of the president, chancellor, all persons with regular academic appointments, and all full-time, ranked non-tenure track (NTT) faculty with professorial designation. Campus-wide faculty votes on issues specific to tenure or tenured/tenure track (T/TT) faculty will be restricted to T/TT faculty.

300.040 UMSL Faculty Membership - The Faculty of the University of Missouri-St. Louis shall consist of the President, the Chancellor, tenured and tenure-track faculty, and all full-time, ranked, non-tenure track (NTT) faculty with professorial designation, and others elected by the Faculty. Elected members so designated by the Faculty shall be non-voting members of the Faculty. Campus-wide faculty votes on issues specific to tenure or tenured/tenure track (T/TT) faculty will be restricted to T/TT faculty.

300.030 S&T Faculty Membership -- The General Faculty of the Missouri University of Science and Technology consists of all tenured, tenure-track, and non-tenure track full-time faculty members holding the rank of instructor or above, the President, the Chancellor, the Provost, the Registrar, the Director of the Library, and any other person who may be elected by a two-thirds majority vote of the General Faculty. Voting members of the General Faculty are the full time tenured and tenure-track faculty of the Missouri University of Science and Technology. All members of the General Faculty have the right to participate in discussions.

300.020 UMKC Faculty Membership -- The University of Missouri-Kansas City Faculty shall consist of the President of the University, the Chancellor, and all persons on benefits-eligible academic appointments.

Voting Faculty -- For purposes of campus- and University-wide elections, those individuals eligible to vote shall consist of all tenured and tenure track and all full-time, ranked and unranked, non-tenure track faculty, including Librarians I, II, III and IV; as defined in Section 310.035A of the Collected Rules and Regulations, provided that the individual is .75 FTE or greater and holds an appointment of at least nine (9) months duration. In addition, faculty in any academic unit whose percentage of effort in routinely overseeing and participating in the instructional mission of the University is comparable to the foregoing, but who are not paid directly by UMKC, shall be eligible to vote in campus- and University-wide elections. Criteria utilized by such units in determining its faculty whose percentage of effort in routinely overseeing and participating in the instructional mission of the University is comparable to the foregoing must be approved in advance by the Faculty Senate. The foregoing voting eligibility rules are not intended to define the eligibility of faculty to vote in school or college elections and the eligibility to vote in such school or college elections shall be defined by the rules of such school or college. Campus-wide faculty votes on issues specific to tenure or tenured/tenure track (T/TT) faculty will be restricted to T/TT faculty.

310.035 Non-Tenure Track Faculty: *(This is for all campuses)*

1. **Academic Appointments**

Academic appointments at the University of Missouri currently are divided into two

main categories: regular and non-regular. Under this executive guideline, regular faculty shall be referred to as "tenured and tenure track" faculty, and this group shall continue to include the traditional faculty of the institution. Except with regard to the definitions listed herein, **this guideline is applicable to full-time ranked non-regular faculty and is not designed to address academic appointments of any other type including, but not limited to, full-time unranked, part-time nonregular faculty, and tenured and tenure track faculty.**

Non-regular faculty shall be divided into three groups: (1) full-time, ranked, non-regular faculty (non-tenure track (NTT) faculty); (2) full-time, unranked, non-regular faculty; and (3) part-time, non-regular faculty (adjunct faculty) [1].

The requirements distinguishing between a full-time, ranked non-regular faculty member and a full-time, unranked non-regular faculty member shall be made at the campus level. While many of the full-time unranked non-regular titles will not be eliminated, it is implicit in this guideline that the individuals that meet the qualifications for NTT faculty should receive an appropriate NTT faculty title as described in the following section. In most circumstances, non-tenure track faculty members who have primary authority in research, or teaching, or clinical/professional practice, or extension duties should receive title changes appropriate to ranked NTT positions at the time of such reappointments [2].

This guideline applies to all newly-hired NTT faculty members and to those non-regular faculty who are reappointed into NTT faculty positions at the time of such reappointment.

2. Categories of (Ranked) Non-Tenure Track Faculty Defined

There shall be six main types of full-time, ranked NTT faculty. Each should have primary responsibility in a single area: teaching, or research, or clinical/professional practice, or extension activities, or libraries. The titles should identify the area. Within each area, there shall be three ranks:

1. Research faculty (Research Professor, Associate Research Professor, Assistant Research Professor)
2. Teaching faculty (Teaching Professor, Associate Teaching Professor, Assistant Teaching Professor)
3. Clinical/Professional Practice faculty (Clinical Professor, Associate Clinical Professor, Assistant Clinical Professor or Professional Practice Professor, Associate Professional Practice Professor, Assistant Professional Practice Professor)
4. Extension faculty (Extension Professor, Associate Extension Professor, Assistant Extension Professor; Extension Professional, Associate Extension Professional, Assistant Extension Professional)
5. Librarian faculty (Librarian I/II, Librarian III, Librarian IV; Archivist I/II, Archivist III, Archivist IV) on campuses whose librarian faculty have opted for NTT status as a body, whose faculty council or faculty senate, as appropriate to the individual campus, has formally recognized librarian faculty as having NTT status as a body and whose Chancellor has approved such recognition.
6. Clinical Department faculty [3] (Professor of Clinical Department, Associate Professor of Clinical Department, Assistant Professor of Clinical Department)

IFC: Membership -- The Cabinet shall be composed of twelve faculty members holding regular academic staff positions (including departmental chairpersons). (are NTT faculty eligible to serve on IFC for any campus??)(I have asked System about this: TM)