

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE

University Statutes and Senate Procedures
(For Committee of the Whole Discussion)

SP.15.08 Proposed Revisions to the *Constitution*, Article II, Section 1.b – Faculty Representation and Article III, Section 1.b – Other Academic Staff Representation

BACKGROUND

Following the 2014 issuance of Provost Communication #25 relating to Specialized Faculty, the Senate Committee on University Statutes and Senate Procedures (USSP) discussed the Communication's creation of new titles for non-tenure system faculty and the resultant implications for the role of specialized faculty in the Senate. Because the existing *Constitution* does not fully address the role that specialized faculty have played in representing some units or their relation to tenure system faculty and Other Academic Staff representation in the Senate, USSP has not been able to obtain clarity on the best course forward to address multiple related concerns. To help develop the best recommendation, USSP recommends that the Senate hold a Committee of the Whole discussion of the apparent options available. This document provides the information necessary for that discussion.

Article II of the *Constitution* defines the members of the faculty electorate as “those members of the academic staff who are directly engaged in and responsible for the educational function of the University; ordinarily this will involve teaching and research.” Specifically, according to Section 1(a)-(c) of Article II, the faculty electorate consists of:

all persons of the campus non-visiting academic staff, other than persons holding administrative appointments in excess of one-half time (the exception to this exclusion are executive officers of departments or similar units, and assistant or associate executive officers of such units, who are otherwise eligible), who:

- a. Are tenured or receiving probationary credit toward tenure or in the preceding year have received probationary credit toward tenure or hold the unmodified academic rank or title of professor, associate professor, or assistant professor without tenure, have at least a one-half time appointment, and are paid by the University; or
- b. Hold the academic rank or title of instructor or lecturer, have a full-time appointment, are paid by the University, are not candidates for a degree from this University, and are designated by their voting unit for inclusion in the faculty electorate; or
- c. Are retired members of the campus academic staff with the title of emeritus, and would otherwise be eligible for inclusion in the faculty electorate.

Article III of the *Constitution* defines the “Other Academic Staff” electorate. One at-large senator is elected by academic staff who:

- A. Hold the academic rank or title of professor, associate professor, or assistant professor modified by the terms “research,” “adjunct,” or “clinical;” or
- B. Hold the academic rank or title of instructor or lecturer and are not included in the faculty electorate by designation of their voting unit; or
- C. Hold the unmodified academic rank or title of teaching associate, research associate, or clinical associate;...

This section of the electorate is referred to as the ABC electorate.

In April 2014, the Provost issued Provost Communication #25 which outlined employment practices for a category of employees defined in the *University Statutes* as “other academics.” (University Statutes, Art. IX, Section 3c). According to Provost Communication #25, these “positions are often singularly focused on either the teaching or the research mission of the University. These individuals perform specialized functions and their scope of work is more specific than their tenure-system peers. In recognition of the specialized nature of these positions, and the contributions made by this group of employees, we will refer to this group of employees as ‘specialized faculty.’” Communication #25 describes new job titles, promotional tracks, hiring procedures and other aspects of the “specialized faculty’s” employment relationship with the University. Some of these job titles are teaching, research, and clinical assistant, associate, and full professors.

USSP notes that this creates an anomaly: full time instructors and lecturers can be included in the faculty electorate at the option of their unit, but teaching, research, and clinical assistant, associate, and full professors cannot.

For reference, the representation of faculty and academic professionals within the Senates of the other campuses is shown below. USSP notes that these definitions partly reflect the nature of the operations of each campus and their size:

Springfield: The Faculty Electorate is defined as all persons holding full-time faculty appointments who devote fifty percent or more of their time to instruction, research, and/or public service, excluding faculty with administrative titles of Dean or above. A separate electorate exists for all academic professionals defined in the *Statutes*.

Chicago: The Faculty Electorate is defined as academic staff members with rank of lecturer, instructor, assistant professor, associate professor, or professor, including clinical, research, adjunct or emeritus titles. Not included are teaching and research associates, teaching and research assistants, and visiting faculty members. All other academic staff are in a separate academic professionals electorate.

USSP intends to draft a proposal for amending the *UIUC Constitution*’s definition of the faculty electorate in light of this new category of “specialized faculty.” Before drafting this proposal, USSP is requesting that the Senate have a discussion about any proposed changes as a committee of the whole. USSP will rely on that discussion to draft its proposal.

RECOMMENDATION

In its deliberations, USSP identified 4 different possible strategies for addressing the issue of including “specialized faculty” in the electorate. Those strategies are outlined below.

1 **Option A: Minimal Changes to the *Constitution***

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3 Simply adding the “teaching” modifier to the description of the ABC electorate in the
4 *Constitution* would assign all “specialized faculty” to that electorate. Thus, a single at-large
5 senator would represent the existing Other Academic Staff, as defined in Article III, as well as
6 the members of the new category of “specialized faculty.”

7 8 **Option B: Increase the Number of Senators Representing the ABC Electorate**

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10 By increasing the number of senators that represent the ABC electorate, the composition of the
11 Senate would more accurately reflect the numbers of academic staff at the University engaged in
12 research and teaching. Pursuing this option may require that the size of the Senate be adjusted.
13 Serious consideration of this option would also need some indication of the range by which the
14 ABC electorate would be increased, e.g., should it be raised from one to two, or five, or ten, or
15 some other number?

16 17 **Option C: Add the Specialized Faculty to the Faculty Electorate**

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19 Adding the specialized faculty to the faculty electorate would include specialized faculty for
20 purposes of deciding the number of senators allotted a unit and would allow specialized faculty
21 to represent units in the Senate.

22 23 **Option D: Create a Separate Electorate for Specialized Faculty**

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25 The specialized faculty constitute a group of academic staff whose interests are sufficiently
26 different that they may require separate representation in the campus Senate. Pursuing this
27 option may also require that the size of the Senate be adjusted and would also have to resolve the
28 question of number of such senators, similar to Option B above.

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