

FACULTY SENATE OPEN FORUM MINUTES

November 17, 2008
9:00 am

308 Bowen-Thompson Student Union

OPENING REMARKS

Chair Williams opened the meeting, which was organized by the Senate officers to discuss the representation of non-tenure track on Senate and in other governance functions.

Keith Bernhard distributed a handout of FAQs on AAUP and the unionization process. He said that this was related to today's discussion. Williams said that Senate would not promote collective bargaining but would, as in the past, promote discussion on the topic. To that end, Senate would sponsor an Open Forum on January 22 on collective bargaining.

CHAIR'S STATEMENT

Williams distributed and read from the following:

"Contingent Faculty are now the majority of higher education teachers, by a ratio of about three to one". (AAUP Academe, 2008)

At Bowling Green State University, we have been seeing an increase in the percentage of non-tenure track faculty being hired.

		<u>2003-2004</u>		<u>2007-2008</u>	
		N	%	N	%
<u>Main Campus</u>	Tenured	379	46.1%	442	50.5%
	Ten Track	229	27.8%	154	17.6%
	NTTF	215	26.1%	280	32.0%
	Total	823	100%	876	100%
<u>Firelands</u>	Tenured	17	44.7%	17	37.8%
	Ten Track	6	15.8%	7	15.6%
	NTTF	15	39.5%	21	46.7%
	Total	38	100%	45	100%
<u>BGSU Total</u>	Tenured	396	46%	459	49.8%
	Ten Track	235	27.3%	161	17.5%
	NTTF	230	26.7%	301	32.7%
	Total	861	100%	921	100%

Over a four-year period (from 2003-04 to 2007-08) the number of Tenured and Tenure Track faculty has decreased from 631 (73.3% of the total faculty of 861) to 620 (67.3% of the total faculty of 921). During this same time period, the number of NTTF faculty has increased from 230 (26.7% of the total faculty) to 301 (32.7% of the total faculty).

While we have experienced an increase in the numbers of NTTF, and while the NTTF faculty now account for 1/3 of our total faculty at BGSU, we have yet to provide them a voice in shared governance at BGSU.

Based on some of the entries on the Faculty List Proc regarding this issue, it is apparent that not all tenure track faculty are on the same page. Some Tenure Track Faculty are encouraging the representation of NTTF on Faculty Senate while others are not. Some would see the relationship as nurturing while others would see it as adversarial, competitive or with a need for gate keeping.

The intent of this meeting is to explore options for including NTTF in shared governance as well as to explore other issues facing colleagues who have been hired as NTTF.

What have our sister institutions in Ohio done regarding representation of NTTF on Faculty Senate? (Dave Border, Chair of Senate CAA, has compiled the following list.)

UT	(yes)*	Unionized (AAUP)
CMU	(No)	Unionized (NEA)
WMU	(yes)	Unionized (AAUP)
OU	(No)**	Not currently unionized
Miami	(No)	Not unionized
Kent	(yes)	Unionized
Ball State	(No)**	Not unionized

*UT new senate (new constitution) will be NTTF and TTF

**OU and Ball State provided for 2 NTTF reps on Senate.

Kristine Blair (Department of English); Karen Craigo (Departments of General Studies Writing and English); Sheri Wells-Jensen (Department of English); and Lance Massey (Department of English) have developed a proposal calling for NTTF representation on Faculty Senate. (I will ask Kris to share the concepts of that proposal with you.)

This previously cited proposal calls for Senate Executive Committee, Faculty Welfare and Amendments and Bylaws Committee to review existing Academic Charter language that prohibits membership on Faculty Senate by non-tenure track faculty. Further, this proposal calls for SEC to:

- Charge the ABC to modify Charter language in ways that allow non-tenure track faculty representation on Faculty Senate
- Approve the representation of NTTF as an official agenda item for the general Senate following the NTTF Open Forum on November 17, 2008.
- Work with Colleges across campus to implement a separate election structure that ensures that NTTF will be represented as a constituent group, with a proportionate number of non-tenure track Senators among Colleges and within academic units, as it currently does with tenure track faculty.

There are a number of possible scenarios that could reflect NTTF representation on Faculty Senate. These could include:

Developing an NTTF organization on campus and having representatives from that organization on Senate (like GSS and USG)

Having an election that would call for proportionate representation for NTTF on Faculty Senate (like the current TTF membership on Senate)

Having an election that would be faculty-wide and would include all eligible candidates from the TTF and NTTF ranks

These are just some of the possible structures that might be used to allow for NTTF representation on Faculty Senate. Because all of these venues would take some time to implement if approved, the Senate Officers would also like to offer another option. The Charter (Article IV-Section A) provides that “ ex officio seats in the Senate, up to a maximum of five, may be established upon the recommendation of the SEC, and upon ratification by two-thirds of the total Senate membership. If SEC were to entertain the establishment of a number of ex officio seats for NTTF on Senate...and if Senate were ratify this recommendation, there would be the possibility that NTTF could be seated on Senate by Spring Semester, 2009. This could allow for representation of NTTF on Senate this academic year and still allow for other plans for further representation of NTTF on Senate. The Senate Officers never intended this as a

“token” representation for NTTF on Senate, but rather intended as the “initial steps” for expediting NTTF representation on Senate.

SUMMARY OF STATEMENT

Williams’ remarks included reference to two specific proposals: one by the Senate officers to use some of the *ex officio* seats provided by Charter (IV.A) to seat three representatives from NTTF. This requires the recommendation of SEC and two-thirds of the total membership of Senate. This was viewed as a temporary measure that would be quick to implement. A second proposal made by Blair would amend the Charter to elect representatives from NTTF as their own constituent group. The proposals are not mutually exclusive, and SEC will consider how to handle both.

REMARKS FROM THE FLOOR

Many comments were made, mostly in support of one or both proposals. The opposing view was that NTTF were adequately represented by their colleagues on Senate. [Only probationary or tenured faculty may be elected to Senate. IV.A. NTTF are not counted as seats on Senate are apportioned among the colleges.] Shields observed that the term “continuing” has come into the Charter and that the definition of faculty needs to be reviewed. Pauken acknowledged that the term was used differently throughout the Charter. It was pointed out that NTTF could not apply for various grants. Blair said that this was an issue of equity and that institutional culture varies from unit to unit; therefore, election to Senate should be by college rather than by department or unit.

There was general agreement that there needed to be an opportunity for NTTF to communicate among themselves, and Ryback and others agreed to pursue this.

ADJOURNMENT

Williams thanked the participants and the audience and adjourned the meeting at 10:20.

Respectfully submitted,

Rich Hebein, Secretary