

TO: Faculty Policy Council

FROM: Faculty & Budgetary Affairs Committee (Nancy Waldron, Chairperson; Thomasenia Adams, Jim Archer, Ester deJong, Paul Sindelar, Craig Wood; Jeri Benson, ex-officio)

DATE: February 1, 2005

RE: The participation of non-tenure accruing faculty in college governance

### **Background**

In September 2003, the FPC requested that the Faculty & Budgetary Affairs Committee (FBAC) consider the role of non-tenure accruing faculty in college governance. Last year, FBAC began consideration of this issue and completed a proposal that was not forwarded to FPC due to pending changes in the university definition of faculty by the UF Faculty Senate. In light of these changes, this year's FBAC continued to work on this issue by considering the proposal from last year and reviewing the newly adopted UF Faculty Senate definition of faculty.

Concerns regarding the participation of non-tenure accruing faculty in college governance was raised primarily in relation to full-time faculty that are appointed in the college in lecturer and research positions. Each department in the college now has one or more individuals in this type of position. In addition, it is likely based on college and university plans that the number of faculty in this category will increase in the future. Individuals in lecturer, scholar, and clinical ranks are doing substantive work in the college related to course instruction, research, and directing major programs. They are eligible for faculty awards such as the College Teaching Award, but they are not recognized in the COE constitution in terms of committee representation and voting rights. Concerns about their lack of representation and voice have come from individuals in these positions, tenured faculty, as well as the Dean's Office.

When the COE constitution was written in 2001, the faculty of the college was defined as including individuals in tenure-accruing ranks, permanent status accruing ranks (P.K. Yonge) and non-tenure accruing ranks. Consistent with university policy that was in place at the time, the decision was made to have faculty in tenure accruing ranks participate in college governance and have voting rights, while non-tenure accruing and permanent status accruing faculty were not included.

Data on the numbers of non-tenure accruing faculty in the college were provided by the Dean's Office. Table 1 summarizes the units and number of non-tenure accruing faculty for 2004-2005.

Table 1. Number of Non-Tenure Accruing Faculty for 2004-2005

<i>College Unit</i>	<i>Number of Non-Tenure Faculty</i>
PK Yonge	39
Dean's Office - Education	4
Special Education	10
School of Teaching and Learning	6
Educational Psychology	6
Counselor Education	1
Educational Leadership	1

Additionally the data revealed various use of job titles for each unit. Table 2 provides a summary of the titles used in the college.

Table 2. Job Titles for Non-Tenure Accruing COE Positions for 2004-2005

<i>Units</i>	<i>Job Titles</i>
PK Yonge	Visiting Instructor PKY Instructor PKY
Dean's Office - Education	Lecturer Director & Lecturer Assistant Dean & Lecturer
Special Education	Assistant Scholar Lecturer
School of Teaching and Learning	Clinical Lecturer Clinical Associate Professor Assistant Scholar Assistant Director & Lecturer
Educational Psychology	Lecturer
Counseling Education	Assistant Scholar
Educational Leadership	Assistant Scholar

### **Recommendation**

Non-tenure accruing faculty who have full-time academic year appointments in degree-granting departments and contribute to the academic mission of the department should be allowed to participate in faculty governance and vote on matters of college policy.

Thus, revisions in the COE Constitution are recommended to:

- (1) Update the definition of college faculty to reflect recent changes adopted by the university and the UF Faculty Senate.
- (2) Designate "Eligible Faculty" as those persons who participate in faculty governance and vote on matters of college policy to include individuals in tenure accruing and non-tenure accruing ranks who contribute to the academic mission of a college department and have a full-time appointment during the regular academic year.

Table 3 summarizes the number of tenure-accruing faculty in the COE by unit/department and the number of faculty in non-tenure accruing ranks that will qualify according the proposed changes in the constitution as "eligible faculty" to participate in college governance and voting.

Table 3. Number of COE "Eligible Faculty" for 2004-2005 in accordance with Proposed Constitutional Revisions

<i>College Unit</i>	<i>Number of Faculty In Tenure-Accruing Ranks</i>	<i>Number of "Eligible" Faculty in Non-Tenure Accruing Ranks</i>
Dean's Office - Education	4	0
Special Education	14	7
School of Teaching and Learning	30	6
Educational Psychology	14	1
Counselor Education	11	1
Educational Leadership	10	1
<b>TOTAL</b>	<b>83</b>	<b>16</b>

