**Senate Resolution 21/22-09: Inclusion of Lecturers Among Full-Time Faculty as Eligible for Faculty Senate Membership [with Bylaw Revisions]**

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History

presented to FSEC, 1/22/21

returned to originator with request for clarification on language amending by-laws

presented to FSEC, 2/11/21

voted to defer

raised in FS as question of order, 2/25/21

 voted to send to G&O

raised in FSEC as report of G&O, 3/4/21

discussed in G&O, 3/5/21

G&O returned to FSEC

called for first reading, failed first reading, voted to defer in FSEC, 4/1/21

 referred to Ad Hoc Committee in FSEC, 4/22/21

query regarding Ad Hoc Committee activity in FSEC, 9/9/21

Ad Hoc Committee returned report to FSEC

 referred to Personnel Committee to consolidate, 10/14/21

 discussed in Personnel Committee, 10/28/21 and 11/04/21

 Personnel returned to FSEC, 11/5/21

returned to Personnel Committee for further revisions per language in Appendix L and pending resolution/bill, 11/11/21

passed first reading, FSEC, 12/2/21

passed second reading FS 3/31/22

passed third reading FS 5/5/22

 “Faculty must participate in the structures of their governance systems because if they do not, authority will drift away from them, since someone must exercise it, and if members of the faculty do not, others will.” (AAUP 1994 Statement on the Relationship of Faculty Governance to Academic Freedom)

**W**HEREAS “[t]he Faculty Senate is the permanent body representing the faculty for the formulation of university policy and procedures in matters pertaining to institutional purpose, general academic considerations, curricular matters, university resources, and faculty personnel (appointments, promotion, and tenure);”[[1]](#footnote-1) and,

**W**HEREAS other members of the full-time, non-tenure, renewable contract (NTRC) faculty, including Clinical and Research Faculty, are eligible to serve in UAH’s Faculty Senate; and,

**W**HEREAS full-time Lecturers are NTRC employees subject to reappointment and annual or biennial review,[[2]](#footnote-2),[[3]](#footnote-3) with opportunity for advancement in rank;[[4]](#footnote-4) and,

**W**HEREAS full-time Lecturers have a significant and vested interest in--as they are affected by--Faculty Senate decisions that concern issues of teaching and curricula, academic organization and administration, university finances, and matters of employment benefits; and,

**W**HEREAS the exclusion of full-time Lecturers from the Faculty Senate is antithetical to the Senate’s stated goal of shared governance; and,

**W**HEREAS full-time faculty of all ranks, including Lecturers and Instructors, are eligible to serve and vote on Faculty Senate at our sister campuses, UA and UAB; and,

**W**HEREAS Senators are elected for two-year terms (Senate Bylaw II.D) while the length of Lecturer contracts is often one year; and,

**W**HEREAS in the past years the number of lecturers continued to rise, their number doubling in some colleges (Science)

**N**OW THEREFORE BE RESOLVED:

that the following sections of the Faculty Senate Bylaws be changed accordingly to include “lecturers” among other full-time faculty--tenured, tenure-earning, research, and clinical faculty--as these sections regard Faculty Senate membership eligibility, duties, and representation requirements per academic unit or department, and

**B**E FURTHER RESOLVED:

that upon final approval of S.R. 20/21-04, the following sections of the Faculty Senate Bylaws be changed accordingly to include “lecturers” among other full-time faculty--tenured, tenure-earning, research, and clinical faculty--as these sections regard Faculty Senate membership eligibility, duties, and representation requirements per academic unit or department, and

**B**E FURTHER RESOLVED:

that upon final approval of S.B. 459 (Revision to Ombudsperson, Ch 4), that Faculty Senate Bylaws be changed accordingly to include “lecturers” among other full-time faculty--tenured, tenure-earning, research, and clinical faculty--as this section regards Faculty Senate duties in election of officers, and

**B**E FURTHER RESOLVED:

that the Faculty Senate president will cause the Senate Bylaws to be updated as needed upon approvals by legal counsel of S.R. 20/21-04 and S.B. 459.

**B**E FURTHER RESOLVED:

that the following sections of the Faculty Senate Bylaws, as presented in Appendix L of the Faculty Handbook or, pending final approvals, as recently revised in Faculty Senate Resolution 20/21-04, be changed accordingly to include additional, specific lecturer positions to the body of the Faculty Senate, given the title of Lecturer College Representative. There will be one Lecturer College Representative position allotted per college. The Lecturer College Representative positions will be accorded all privileges of Faculty Senate membership, including voting, presenting bills, and serving on Faculty Senate committees, but as non-tenure, renewable contract faculty, will not be eligible to serve as Faculty Senate officers. The process of selecting a Lecturer College Representative will take place at the college level, through a nomination process in which all lecturers within a college, who have been employed at UAH for at least two years will be eligible for nomination, with the electorate including all lecturers and full-time faculty, including tenured, tenure-earning, research, and clinical faculty of that college. The length of term for Lecturer College Representatives will be two years.

20/21-04 Revision, Appendix L, Section II. Membership (Sub-sections B, C (1-3), E)

B. Any full-time tenured or tenure-earning faculty as well as non-tenure, renewable contract, (NTRC, meaning research, clinical or lecturer faculty) faculty, including department chairs, will be eligible to be elected to membership in the Senate; administrators above the level of department chairs are not eligible to serve. Faculty must have two consecutive years of full-time service at UAH before they are eligible to serve in the Faculty Senate. If a formally-recognized department from the units listed in (II.C.1) is represented by two or more members, based on the algorithm described in (II.C.2), only one member can be NTRC, where unit staffing allows. Additionally, specific Lecturer College Representative positions will be included in the body of the Faculty Senate, with one Lecturer College Representative position allotted per college.

C. Distribution

1. Each of the units:

 College of Arts, Humanities, & Social Sciences;

 College of Science;

 College of Engineering;

 College of Business;

 College of Nursing;

 College of Education, and

 The Library

will have a number of members in the Senate which will assure that the unit has one member for each seven full-time tenured, tenure-earning, clinical, research, and lecturer faculty members, or major fraction thereof. Units will not have representation until they have at least four members from among full-time tenured, tenure-earning, clinical, research, and lecturer faculty.

2. Each unit named in (1) which has formally recognized departments will elect its senators as follows: within the unit each formally recognized department will elect one member of the Senate for each seven full-time tenured faculty, tenure-earning faculty, research faculty, clinical faculty, and lecturer member in the department, or major fraction thereof. Elections will be held by the full-time tenured, tenure-earning, research, clinical, and lecturer faculty members of each department. If necessary, all the full-time tenured, tenure-earning, research, clinical, and lecturer faculty members will then elect sufficient at-large members to bring the total unit membership (including department selections) up to the number required to achieve the 1:7 ratio.

3. Units named in (1) which have no formally recognized departments will elect one senator for each seven full-time tenured, tenure-earning, research, clinical, and lecturer faculty members in the unit, or major fraction thereof. Elections will be by the full-time tenured, tenure-earning, research, clinical, and lecturer faculty members of the unit.

E. Each college or academic department is responsible for determining nominees for their faculty senate membership, and is responsible to conduct elections. All the full-time tenured, tenure-earning, research, clinical, and lecturer faculty members of an electoral unit shall be eligible to vote in the election of senators. Vacancies in the representation of any department or unit shall be filled as soon as practical by the department or unit by election. The process of selecting a Lecturer College Representative will take place at the college level, through a nomination process in which all lecturers within a college, who have been employed at UAH for at least two years will be eligible for nomination, with the electorate including all lecturers and full-time faculty, including tenured, tenure-earning, research, and clinical faculty of that college. The length of term for Lecturer College Representatives will be two years.

20/21-04 Revision, Appendix L, Section III: Officers and Staff of the Faculty Senate, subsection C.

C. Election of Officers: In the spring of each year, the Senate Governance Committee will nominate from the Senate membership (from current members of the faculty senate and from newly-elected incoming members) candidate(s) for president-elect and ombudsperson. Contract faculty must have at least three years left on their contract in order to become nominees for the position of president-elect. The names of these candidates will go to all full-time tenured faculty, tenure-earning faculty, clinical faculty, research faculty, and lecturers of the university for election. This election will be conducted by the Senate Governance Committee before the end of the spring semester. As the president and president-elect serves the entire faculty, the department/unit from which the president/president-elect is selected will elect another senator to represent the department/unit during the officer’s term of office.

Current Senate Bylaws, Appendix L, Section II. Membership (Sub-sections B, C, E)

B. Any full-time tenured or tenure-earning faculty as well as non-tenure, renewable contract, (NTRC, meaning research, clinical or lecturer faculty) faculty, including department chairs, will be eligible to be elected to membership in the Senate; administrators above the level of department chairs are not eligible to serve. Additionally, specific Lecturer College Representative positions will be included in the body of the Faculty Senate, with one Lecturer College Representative position allotted per college.

C. Distribution.

1 Each of the units:

* College of Arts, Humanities, & Social Sciences;
* College of Science;
* College of Engineering;
* College of Business Administration;
* College of Nursing
* College of Education, and
* The Library

will have a number of members in the Senate which will assure that the unit has one member for each seven full-time tenured, or tenure-earning or NTRC faculty, or major fraction thereof. Units will not have representation until they have at least four full-time tenured or tenure-earning faculty and/or NTRC faculty.

2. Each unit named in (1) which has formally recognized departments will elect its senators as follows: within the unit each formally recognized department will elect one member of the Senate for each seven full-time tenured, tenure-earning, or NTRC faculty, or major fraction thereof. Elections will be by the full-time tenured, tenure-earning, and NTRC faculty of each department. If necessary, all full-time tenured, tenure-earning and NTRC faculty will then elect sufficient at-large members to bring the total unit membership (including departmental selections) up to the number required to achieve the 1:7 ratio.

3. Units named in (1) which have no formally recognized departments will elect one senator for each seven full-time tenured, tenure-earning, and NTRC faculty in the unit, or major fraction thereof. Elections will be by the full-time tenured, tenure-earning, and NTRC faculty of the unit.

4. At the start of the academic year, the secretarial staff of the Senate will determine the number of members to which each unit and department is entitled. In the event that any unit or department is entitled to additional members, they will be elected immediately and the Senate will determine by lot whether the term of office will be until the end of the first or second following year. In the event that any department or unit suffers a decrease in the seats to which it is entitled, the terms of the requisite number of senators from that department or unit, beginning with the senator with the shortest service in the Senate and proceeding in order of length of service, shall end immediately.

E. All full-time tenured, tenure-earning, and NTRC faculty of an electoral unit shall be eligible to vote in the election of senators, and the vote shall be taken by secret ballot with absentee balloting procedures available to eligible electors who cannot be present at the time of election. Vacancies in the representation of any department or unit shall be filled as soon as practical by the department or unit by election. The process of selecting a Lecturer College Representative will take place at the college level, through a nomination process in which all lecturers within a college, who have been employed at UAH for at least two years will be eligible for nomination, with the electorate including all lecturers and full-time faculty, including tenured, tenure-earning, research, and clinical faculty of that college. The length of term for Lecturer College Representatives will be two years.

This section C will be in force if Senate Bill 459 is accepted by Legal; otherwise, the paragraph after it will be the Section C in force.

Current Handbook, Appendix L, section III: Officers and Staff of the Faculty Senate, subsection C.

C. Election of Officers: In the spring of each year, the Senate Governance Committee will nominate from the Senate membership (new and old) candidate(s) for president-elect and ombudsperson. The names of these candidates will go to all full-time tenured faculty, tenure-earning faculty, clinical faculty, research faculty, and lecturers of the university for election. This election will be conducted by the Senate Governance Committee before the end of the spring semester. As the president and president-elect serves the entire faculty, the department/unit from which the president/president-elect is selected will elect another senator to represent the department/unit during the officer's term of office.

Revised language regarding election of Ombudsperson, per S.B. 459

C. Election of Officers: In the spring of each year, the Senate Governance Committee will coordinate the nomination process from the Senate membership (new and old) for candidate(s) for president-elect, and it will coordinate nominations for the ombudsperson every other year. The names of these candidates will go to all full-time tenured, tenure-earning, and NTRC faculty of the university for election. This election will be conducted by the Senate Governance Committee before the end of the spring semester. As the president and president-elect serves the entire faculty, the department/unit from which the president/president-elect is selected will elect another senator to represent the department/unit during the officer's term of office.

1. Faculty Handbook 6.2 [↑](#footnote-ref-1)
2. According to Chapter 7 of the current Faculty Handbook, Research Faculty appointments are “for one year and are subject to annual review prior to reappointment or non-reappointment” (7.2.2.1). Clinical Faculty are subject to “non-tenure earning appointment[s] of one to three-year renewable contracts” with “contract renewal . . . always based on curricular, enrollment, and financial factors as well as on individual faculty evaluation” (7.2.2.2). Lecturers are subject to term appointments from “one semester to three years, with the initial appointment usually for one year” and these appointments “may be renewed depending on the satisfactory performance of the lecturer and continuing instructional needs of the department” (7.2.2.3). [↑](#footnote-ref-2)
3. According to the Policy 02.01.60 Policy on Lecturers, individuals holding full-time status as non-tenure track faculty, are expected to perform service as a condition of promotion, and are protected under the [↑](#footnote-ref-3)
4. [Lecturer Series, Academic Policy 02.01.60, retrieved from https://www.uah.edu/policies/ 02-01-60-lecturer-titles-and-positions](https://www.uah.edu/policies/02-01-60-lecturer-titles-and-positions) [↑](#footnote-ref-4)