

Proposition: 07-21/22

Proposal Type: Bill Resolution Memorial Joint Proposition
(If Joint proposition, also select type)

Title: Proposition to establish part-time/temporary faculty representation on the faculty senate, including changes to the Faculty Senate Constitution

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Sponsor(s): Michaela Burkardt (NTT, Arts and Sciences), Mayra Valadez (DACC), Christopher Erickson (Business), Becky Corran (DACC), William Walker (Arts and Sciences), Martha McCaslin (DACC), Nichole Hamilton (Arts and Sciences), Gaylene Fasenko (ACES)

Proposed Committee:

Prior Approvals: NA

Proposal:

Preamble: At the time when the Faculty Senate Constitution was amended to provide representation to non-tenure track faculty, the term “regular non-tenure track faculty” was used to define which non-tenure track faculty were eligible to vote in Faculty Senate elections and to serve in the Faculty Senate. “Regular non-tenure track faculty” at that time was a term used by Human Resource Services (HRS) to refer to non-tenure track faculty with a presumption of an ongoing contract. In 2016, HRS changed the definition of “regular non-tenure track faculty” to refer to non-tenure track faculty with a greater than .75 FTE appointment, thus excluding part-time non-tenure track faculty from the definition of “regular non-tenure track faculty”. (Then current employees were grandfathered in as “regular.”) This meant that a large group of NMSU faculty that had previously been represented by the Faculty Senate became disenfranchised. This proposal changes the definition of “faculty” to again include long-term part-time faculty.

The proposal also updates the Faculty Senate Constitution to reflect changes in the status of NMSU-Carlsbad to an independent community college.

Body: Amend Article I, Article III, and Article IV of the Faculty Senate Constitution to read as follows:

ARTICLE I – NAME

The name of this organization shall be the Faculty Senate of the New Mexico State University. For the purpose of this Constitution, the term “faculty” shall refer to those individuals who have a non-tenure track position and have been employed at NMSU for at least four of the last six semesters, excluding Summers, or holds a tenured or tenure track position regardless of the duration of employment at NMSU, and are not retired.

ARTICLE III – COMPOSITION AND PERSONNEL

Section. 1.

The Senate shall be composed of three categories of members: (1) the elected Chair of the Faculty Senate; (2) 68 elected senators; and ex officio nonvoting members as specified in the Bylaws of the Faculty Senate.

Of the 68 elected senators, 58 shall be tenured or tenured track faculty allocated as given below:

- 5 from Dona Ana Community College,
- 2 from NMSU-Alamogordo,
- 1 from NMSU-Grants
- 3 from the Cooperative Extension Service,
- 1 from the University Library, and
- the remaining 46 tenure-track members shall be divided into 2 categories, 23 elected from the Las Cruces campus’s colleges in proportion to the number of majors enrolled (both graduate and undergraduate) and attending the main campus academic departments, and 23 elected from the Las Cruces campus’s colleges in proportion to the number of tenured or tenure-track faculty in the main campus academic departments in each college.

The remaining 10 members shall be non-tenure track faculty members, allocated as given below:

- 2 from Dona Ana Community College,
- 1 from NMSU-Alamogordo,
- 1 from NMSU Grants
- 1 from the Cooperative Extension Service,
- 5 from the Las Cruces campus’s colleges,
with the following stipulations: a) no more than 1 non-tenure-track representative from any department may serve at the same time, and b) no more than 2 non-tenure-track representatives from any of the senate electing groups as defined in Article VI, Section 1, may serve at the same time.

Section. 2.

For colleges in which the number of departments exceeds or equals the number of elected senators, no more than one elected senator shall serve from a single department. For colleges in which the number of departments is less than the number of elected senators, there shall be at least one elected senator from each department.

Using data from the Spring semester census, the Vice Chair will analyze and report the Faculty Head Counts and the Faculty full-time equivalents by college and campus for tenured and tenure track faculty. The number of majors enrolled (graduate and undergraduate) is based on Student Headcount. For the Main Campus, only primary majors within the college are counted; the "other" category includes primary majors not in academic colleges such as interdisciplinary majors and students majoring at the community colleges but enrolled in Las Cruces Campus courses.

ARTICLE IV–ELECTION OF SENATORS

Section. 1.

The Faculty Senate consists of 14 voting groups. Five representative groups consist of tenured and tenure track faculty from the Las Cruces Campus's five degree-granting academic colleges. Three representative groups consist of tenured and tenure track faculty from each of the Community Colleges, the Cooperative Extension Service, and the University Library. Three representative groups consist of non-tenure track faculty from each of the Community Colleges. One representative group consists of non-tenure track faculty from the Las Cruces Campus, including the Cooperative Extension Service, and the University Library.

For the purposes of defining the representative groups, faculty with appointments in the Agricultural Experiment Station are considered members of the College of Agriculture, Consumer, and Environmental Sciences. Faculty, as defined in Article I, may only vote for senators from their representative group. For faculty who hold appointments in more than one representative group, they may only vote for senators from the group which is the largest fraction of their appointment. Elections will be on the basis of one person, one vote.

ARTICLE VI - OFFICERS

Section. 1.

The senate representative voting groups are representatives from:

1. Alamogordo CC
2. Dona Ana CC
3. Grants CC
4. The University Library
5. The College of Arts and Sciences;
6. The Cooperative Extension Service
7. The College of Agricultural, Consumer and Environmental Sciences;
8. The non-tenure track faculty of Alamogordo CC
9. The non-tenure track faculty of Dona Ana CC
10. The non-tenure track faculty of Grants
11. The non-tenure track faculty of Las Cruces Campus, including from the Cooperative Extension Service and the University Library
12. The College of Business;
13. The College of Engineering; and
14. The College of Health Education, and Social Transformation

Each of the above shall each constitute a separate senate electing group.

Section.4.

At the beginning of the last meeting of the senate year, the elected senators for the next year from each senate electing group shall caucus and elect their members to the Senate Leadership Committee. For the purpose of representation on the Senate Leadership Committee, the tenured faculty of the three community colleges form one group, and all non-tenure track faculty form one group. The Senate Leadership Committee shall then caucus and elect its Chair, who will also be Vice Chair of the Senate. These actions shall be reported in the minutes of the last Faculty Senate meeting. Should the office of Vice Chair become vacant, the Chair of the Faculty Senate shall call a special meeting of the Senate Leadership Committee to elect a new Chair of the Senate Leadership Committee.

Rationale:

At some of the community colleges within the NMSU system, part-time faculty vastly outnumber full-time faculty. The majority of these faculty are considered “contingent” or “non-regular” faculty, hired on a semester-by-semester basis. The employee type “temporary” is widely used for part-time faculty with 0.74 FTE or less who are not eligible for benefits. While the designation “temporary” suggests a short-term employment, we note that many part-time faculty members fulfill their role over many years.

In this proposal, any distinction between “regular” and “temporary” nontenure track faculty is replaced by a requirement to be employed in the NMSU system for at least four of the last six semesters, excluding Summers.

To provide historical context the definitions for “regular” and “temporary” employee types are: (source: <https://arp.nmsu.edu/6-03/>)

- "A *regular* academic appointment is a status for individuals hired in a 9-month or 12-month academic position with no pre-determined appointment termination date, as well as faculty hired by contract subject to annual renewal during the pre-tenure period."
- "*Temporary* faculty appointment is a status for individuals hired for a predetermined length of time and may have a title rank of College Instructor, College Assistant Professor, College Associate Professor, or College Professor as specified at the time of employment."

Below are listed some of the ratios of full-time to part-time faculty at the various NMSU branches as compared to NMSU main and UNM in Albuquerque.

(source: <https://nces.ed.gov/collegenavigator/>). Data are from Fall 2020.

Campus: Full-time: Part-Time

NMSU Main: 802: 244

NMSU Alamogordo: 31: 57

DACC: 125: 310

NMSU Grants: 13: 35

UNM Main: 2046: 265

The vast majority of part-time faculty are considered as “temporary” (contingent faculty), with the vast majority being hired on a semester-to-semester basis. The following data, list the number of positions that use “**part-time**” as status, and separate them into regular and temporary status. (source: office of the provost)

Data from Spring 2022: regular part-time: temporary part-time

NMSU Main: 19: 288

NMSU Alamogordo: 0: 50

DACC: 0: 269

Grants: 0: 42

Temporary part-time faculty are responsible for teaching a large proportion of the NMSU system students, especially by teaching lower division and general education courses or teaching at the community colleges. Moreover, some of these faculty members have been teaching here for many years, even decades. Despite this, they have no voice in the Faculty Senate regarding issues that affect both them and our students.

We note that including part-time temporary faculty in shared governance advances equity, inclusion, and diversity, acknowledges the in many cases considerable experience in teaching and research of these colleagues, and the institutional memory they contribute.

Discussion: Following is a version of the amendment indicating proposed changes:

ARTICLE I – NAME

The name of this organization shall be the Faculty Senate of the New Mexico State University. For the purpose of this Constitution, the term “faculty” shall refer to those any individuals who have is-a non-tenure track position and have been employed at NMSU for at least four of the last six semesters or holds a tenured or tenure track position regardless of the duration of employment at NMSU, and are not retired. ~~etenured or holds a tenure track or regular nontenure track position and is not retired.~~

ARTICLE III – COMPOSITION AND PERSONNEL

Section. 1.

The Senate shall be composed of three categories of members: (1) the elected Chair of the Faculty Senate; (2) ~~66-68~~ elected senators; and ex officio nonvoting members as specified in ~~a~~ the Bylaws of the Faculty Senate.

Of the ~~66-68~~ elected senators, ~~60-58~~ shall be tenured or tenure-track faculty allocated as given below:

- 5 from Dona Ana Community College,
- 2 from NMSU-Alamogordo,
- ~~2 from NMSU-Carlsbad,~~
- 1 from NMSU-Grants
- 3 from the Cooperative Extension Service,
- 1 from the University Library, and
- the remaining 46 tenure-track members shall be divided into 2 categories, 23 elected from the Las Cruces campus's colleges in proportion to the number of majors enrolled (both graduate and undergraduate) and attending the main campus academic departments, and 23 elected from the Las Cruces campus's colleges in proportion to the number of tenured or tenure-track faculty in the main campus academic departments in each college.

The remaining ~~610~~ members shall be ~~regular~~ non-tenure track faculty members: ~~1 representing all 4 NMSU community colleges; 1 from the Cooperative Extension service; and 4 nominated and elected at large from the main campus,~~ allocated as given below:

- 2 from Dona Ana Community College,
- 1 from NMSU-Alamogordo,
- 1 from NMSU Grants
- 1 from the Cooperative Extension Service,
- 5 from the Las Cruces campus's colleges,

with the following stipulations: a) no more than 1 non-tenure-track representative from any department may serve at the same time, and b) no more than 2 non-tenure-track representatives from any of the senate electing groups as defined in Article VI, Section 1, may serve at the same time.

Section. 2.

For colleges in which the number of departments exceeds or equals the number of elected senators, no more than one elected senator shall serve from a single department. For colleges in which the number of departments is less than the number of elected senators, there shall be at least one elected senator from each department.

~~Given the numbers provided after the 12-day census~~ Using data from Spring semester census, the Vice Chair will analyze and report the Faculty Head Counts and the Faculty full-time equivalents by college and campus for tenured and tenure track faculty. The number of majors enrolled (graduate and undergraduate) is based on Student Headcount. For the Main Campus, only primary majors within the college are counted; the "other" category includes primary majors not

in academic colleges such as interdisciplinary majors and students majoring at the community colleges but enrolled ~~on-in the~~ Las Cruces ~~campus~~ Campus courses.

ARTICLE IV–ELECTION OF SENATORS

Section. 1.

The Faculty Senate consists of ~~914~~ representative voting groups. Five representative groups consist of tenured and tenure track faculty from the Las Cruces Campus's five degree-granting academic colleges. Three representative groups consist of tenured and tenure track faculty from each of the Community Colleges, the Cooperative Extension Service, and the University Library. Three representative groups consist of non tenure track faculty from each of the Community Colleges, one representative group consists of non tenure track faculty from the Las Cruces Campus, including the Cooperative Extension Service, and the University Library.

For the purposes of defining the representative groups, faculty with appointments in the Agricultural Experiment Station are considered members of the College of Agriculture, Consumer, and Environmental Sciences. Faculty, as defined in Article I, may only vote for senators from their representative group. For faculty who hold appointments in more than one representative group, they may only vote for senators from the group which is the largest fraction of their appointment. Elections will be on the basis of one person, one vote.

ARTICLE VI - OFFICERS

Section. 1.

The ~~nine~~ senate representative voting groups are representatives from

1. The four community colleges; Alamogordo CC
2. Dona Ana CC
3. Grants CC
42. The University Library
53. The College of Arts and Sciences;
64. The Cooperative Extension Service
75. The College of Agricultural, Consumer and Environmental Sciences;
86. The non-tenure track faculty of Alamogordo CC;
9. The non-tenure track faculty of Dona Ana CC
10. The non-tenure track faculty of Grants
11. The non-tenure track faculty of Las Cruces Campus, including from the Cooperative Extension Service and the University Library
127. The College of Business;
138. The College of Engineering; and
149. The College of Health Education, and Social Transformation

Each of the above shall each constitute a separate senate electing group.

Section.4.

At the beginning of the last meeting of the senate year, the elected senators for the next year from each senate electing group shall caucus and elect their members to the Senate Leadership Committee. [For the purpose of representation on the Senate Leadership Committee, the tenured faculty of the three community colleges form one group, and all non-tenure track faculty form one group.](#) The Senate Leadership Committee shall then caucus and elect its Chair, who will also be Vice Chair of the Senate. These actions shall be reported in the minutes of the last Faculty Senate meeting. Should the office of Vice Chair become vacant, the Chair of the Faculty Senate shall call a special meeting of the Senate Leadership Committee to elect a new Chair of the Senate Leadership Committee.