

IFC Faculty Affairs Committee

2008 REVISION OF MOTION PASSED BY IFC on May 2, 2006

Representation of Full-time Non-Tenure-Track Faculty on IFC

Rationale

The Constitution of the Indiana University Faculty has no clear provision regarding NTTF representation. It states that all tenured and tenure-probationary faculty shall be voting members of the faculty, but does not state that they are to be the only voting members. It also states that the voting members of individual campuses may extend privileges to others on matters of “individual campus significance.” While the meaning of that particular phrase is not explained, it is clear that the gist of the intention was merely to restrict UFC voting privileges to the tenure-bound faculty, leaving campuses to extend their voting membership as they pleased, as long as there was no attempt to do so at the UFC level. As a result, all IU campuses have passed policies allowing NTTF representation on their faculty, IUPUI being the only scrupulous exception. The BFC, for instance, whose structure significantly differs from that of the IFC (it is also half the size of the IFC), recently created an election unit comprising three NTTF members (one clinical appointee, one research appointee, and one lecturer), and extended to it *unrestrained* voting privileges. Since the faculty on all other IU campuses have therefore interpreted the Constitution of the Indiana University Faculty to mean, despite the ambiguity or paucity of its language, that NTTF representation was allowed on campus faculty councils, fear of conflict or unconstitutionality has been alleviated, and it stands to reason that the IU Faculty Constitution is poised soon to be clarified and amended so as to bring it in harmony with the de facto situation that has been established everywhere. That being the fact of the matter, the Faculty Affairs Committee believes the time has come for the IFC to follow the example of all other campuses and to provide representation to the non-tenure-track faculty.

Full-time Non-Tenure-Track Faculty (NTTF) members contribute greatly to the achievements of the IUPUI community. Contributions include teaching at all levels, providing services to thousands of patients and clients, and conducting research. Without the productive efforts of these 1,056 individuals (as of Fall 2007), the IUPUI community would find it impossible to achieve its mission and goals. However, these individuals lack representation on the IUPUI Faculty Council. IUPUI and the IFC would benefit from the wisdom and advice obtained from their participation. Governance should be shared among faculty in order to protect the rights and the responsibilities of all of its members. It is incumbent on all faculty members to protect the right to representation of their colleagues in faculty governance processes.

Proposed motion

Ten at-large representatives from the ranks of the full-time non-tenure-track faculty (NTTF) shall be elected to the IUPUI Faculty Council (‘full-time’ as defined by the schools). No more than two representatives shall come from the same school. There shall be at least two representatives from each of the clinical, research, and lecturer ranks.

Supportive Information

- There are currently 1,056 NTTF in the following academic appointments:
592 Clinical appointees, 252 Research scientists/professors, 174 Lecturers, and 38 Academic specialists.
All schools and units at IUPUI have NTTF academic appointments except Continuing Studies and University Library.
- There are currently 1,341 tenure-bound academic appointments:
1,288 Professors (521 Full, 430 Associate, 337 Assistant) and 53 Librarians.
- The full academic body thus consists of 2,397 faculty members, of which the NTTF represent 44% and the TTF represent 56%. Worth noting is that a study of the evolution of the TTF-to-NTTF ratio at IUPUI from 2003 to 2007 shows that it has been decreasing at a mean rate of 1.58% a year, and that if it continued decreasing at that same annual rate, NTTF positions would begin outnumbering TTF positions in 2011.
- The IFC currently consists of 127 voting positions broken down as follows:
39 unit representatives, 39 at-large representatives, 3 IFC Officers (including the Chancellor and excluding the non-voting Parliamentarian), 2 ex-officio IUPUI Administrators (Chancellor's designees), 8 ex-officio (IFC Executive Committee members), 14 ex-officio (UFC members), 22 deans or unit heads.
It must be noted that an individual may hold two such positions: UFC members are frequently IFC members, for instance.
- Of those 127, 102 are faculty (TTF) positions, and 25 are administrative (1 IFC officer, 2 Chancellor's designees, 22 deans or unit heads). The IFC counts in addition 6 non-voting members: the Parliamentarian, the Senior Academy Representative, the Staff Council President, the Undergraduate Student Assembly President, the Graduate Student Organization President, and a University College Representative. The NTTF have 0 representative. If 10 representatives were added to the voting roster of the IFC, they would represent 7.3% ($10/(127+10)$) of the voting total, and 8.9% ($10/(102+10)$) of the voting faculty.

Comments

- The parenthesis “(‘full-time’ as defined by the schools)” is intended to allow flexibility toward 10- vs. 12-month appointments and how that is contractually implemented in certain cases. Part-time or associate faculty do not fall within the scope of this motion since they do not have the kind of long-term commitment to the institution that warrants IFC participation.
- The non-tenure-track faculty should be allowed to voice their opinions and to vote on all matters discussed before the IFC. It is sometimes cautioned that NTTF should not be allowed to *vote* on matters that remain within the exclusive purview of the tenure-bound faculty, such as tenure and promotion. The BFC, however, had clearly no such concern when they allowed NTTF representation for two plausible reasons: (1) the idea that NTTF representatives would automatically want to fight against TTF rights is not observationally grounded; (2) their small number on the council gives them a voice, which is essential to all, but not any influence that could tip the scales.
- There is much concern that the ranks of NTTF will soon outnumber those of TTF (by 2011, if they keep growing at the current rate, while the growth rate of TTF appointments has been flat for

years). This is a very serious and complex issue, especially in the School of Medicine where the matter is being debated. But the FAC has concluded that that issue needs to be decoupled from that of NTTF representation altogether since there is no major overlap between their ranges of consequences.

- The fear that NTTF representatives would want to undermine the tenure process does not appear to be grounded. Most NTTF wouldn't mind sharing TTF rights and privileges if they could and thus would rather endorse them. The proposed motion does not seek to give NTTF equality since the ratio of their number of representatives to the number of NTTF (10 to 1,051, or 0.95%) is eight times smaller than the ratio of TTF representation (102 to 1,341, or 7.6%). Except perhaps in the School of Medicine, where NTTF ranks have artificially exploded because of the Clarian mergers, there is otherwise no palpable divide between NTTF and TTF at IUPUI, given the intense collaboration and mutual support that exist between the two bodies.
- NTTF *are* faculty and tend generally to see things the same way TTF do. They approach upper administration with the same critical eye. They have no desire to interfere with purely TTF issues, and they recognize that a healthy faculty should have a majority of TTF. They enjoy working with TTF who are collegial, respectful, and egalitarian.
- Supporting NTTF representation is to the advantage of all university constituencies. IUPUI will be better off supporting NTTF in their work and improving their working conditions. The campus can only thrive as the sum of all its parts.
- It will be up to the Constitution & Bylaws Committee to revise the IFC Constitution and craft the appropriate language in all those parts that will need correction (of course, the Faculty Affairs Committee stands ready to help). Nomination procedures will need to be considered carefully. The IFC may decide to observe how NTTF representation works out for a few years and then introduce changes helping improve its benefits.