

## Priority Letter: FT NTE Faculty Voting

**The opportunity.** The Faculty Affairs subcommittee of Faculty Assembly notes school-specific voting rights for full-time, non-replacement, non-tenure eligible (NTE) faculty are currently inconsistent, conflict with equity goals, and undermine shared governance. These voting policies are embedded in the current *Faculty Handbook*, unit Bylaws, and to some extent, university culture. We have an opportunity, even an obligation, to codify consistent voting rights for our NTE faculty across schools and in policy documents.

**The recommendation.** Section III.B.2.b. in the *Faculty Handbook* specifies only tenured and tenure eligible (TTE) faculty can establish several domains governing NTE faculty. These domains include hiring, retention, promotion, evaluation, whether an NTE position is specified term or continuing, and, importantly, “the voting rights and allowed service/governance roles of NTE faculty.” TTE faculty determine school-specific policies which leads to inequities. Consequently, we recommend three basic voting rights be afforded to all full-time NTE faculty who are not in leave-replacement positions. These NTE faculty should be able to 1) vote on their school’s educational policies, 2) vote for representatives on school and university committees such as Faculty Assembly (where NTE faculty have served since 2014), and 3) “establish procedures for the recruitment, evaluation, promotion and retention of NTE faculty members.” The third voting right, described in the *Faculty Handbook*, applies only to TTE faculty. Excluding full-time, non-replacement, NTE faculty from this third voting right is outdated and ineffective in both principle and practice.

**The benefits.** Synchronizing these three fundamental voting policies across schools will improve representation of faculty ideas, foster faculty investment and equity, combat marginalization of non-TE faculty, and advance shared governance.

**Implementation details.** In Phase 1, shared goals and implementation strategies will be determined within individual schools by *ad hoc* leadership teams. These teams should be as inclusive as possible, comprised of different ranks from TTE and full-time, non-replacement NTE faculty. Each school’s team will optimize current policies, especially the guidelines incorporating NTE faculty into voting, hiring, promotion, retention, and evaluation procedures. In Phase 2, team representatives from each school will convene as a “superteam” to establish consistent language for school bylaws. They will also draft a proposal to amend the *Faculty Handbook* removing the exclusion of NTE faculty from governance in Section III. B. 2. B. Bylaw and *Handbook* amendment protocols will be followed throughout.

**Risks and Costs.** Development of harmonized voting policy between schools will require careful planning, time, and effort and could ultimately fail to garner sufficient votes in individual schools or for *Handbook* revisions. It could also result in tension among constituents or unexpected negative outcomes for NTE faculty who arguably have less agency and power due to lack of consistent voting rights. With the important role that NTE play in the achievement of our vision, it is imperative that appropriate, consistent treatment be applied to gain the fullest benefits of all our faculty.