November 24, 2014

To: Faculty Assembly

From: Personnel Policies Council

Re: Proposed Revisions to Faculty Bylaws

**Motion:** Changes to **Article VIII** (Assembly Membership), **Section 3** (Representation)

**Current language:**

1. The Assembly shall include representation from each department as indicated from the table below:

Departmental FTE Representation

16 or fewer 1

More than 16 but fewer than 31 2

31 or more 3

1. Departmental representation shall be based on departmental FTE. In determining departmental FTE, individuals who are full-time or part-time faculty, regardless of the type of appointment or rank, and regardless of whether or not they teach on- or off-campus shall be counted. The departmental FTE for the following academic year shall be based on the average of two FTE counts, the first taken on October 15 and the second taken on February 15 of the current academic year.
2. Members of the administration with management confidential status shall constitute the Administrative Group. This group shall have representation in the Faculty Assembly based on the table in section (a) above.
3. Members of the professional staff on term or permanent appointment shall constitute the Professional Staff Group. This group shall have representation in the Faculty Assembly based on the table in section (a) above.

**Proposed language:**

1. **The Assembly shall include one faculty representative from each department.**
2. **The chair of IPAC or an IPAC designee shall serve as representative for all interdisciplinary programs.**
3. Members of the administration with management confidential status shall constitute the Administrative Group. This group shall have **two representatives.**
4. Members of the professional staff on term or permanent appointment shall constitute the Professional Staff Group. This group shall have **four representatives.**

**Rationale:**

1. Recommendation of Task Force on Shared Governance, Committee Structure and Collaboration.
2. The calculation of faculty FTE is problematic.
3. PPC favors the Senate model over the Representative model (or, equal representation over proportional representation). Determining effective and accurate faculty representation is difficult using FTE as a basis for these numbers.

(over)

1. A representative model would allow departments to redeploy service hours more productively.
2. There have been repeated instances in recent history of having less than 2/3 of the voting membership in attendance, which have made it impossible to vote on bylaws revisions.
3. Professional staff has increased on campus; as such, their number should reflect that change.
4. The feature of an IPAC representative has been contested. We are following the recommendation of the Task Force on Shared Governance, and recognize the challenges this presents.