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## Faculty Senate Seats for Temporary Faculty

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*Approved by the Senate: 4/29/2009 (sent to Faculty Welfare)*

*Not approved by the Senate:*

*Approved by the President:*

*Not approved by the President:*

# Faculty Senate Seats for Temporary Faculty

Submitted by Clifton Price

4/15/2009

## **Motion:**

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I move for the Faculty Senate to designate seats for Temporary Faculty on the Faculty Senate.

Clarification of Categories of Faculty on Campus

## **Rationale:**

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Currently, faculty on temporary lines constitute approximately 25% of full-time faculty overall at Georgia Southern. They are recognized by both the BOR and GSU as part of the "Corps of Instruction," yet, unlike other members of said body, they are without representation on the Faculty Senate. Charged by its Bylaws with "formulating policies and reviewing procedures [that] include academic activities, general education policy of the University, the welfare of the faculty, and other matters which maintain and promote the best interests of the faculty and the University," the Faculty Senate has a duty to ensure that ALL of its constituents' voices are heard and their interests and positions understood and considered. By extending representation to this group of faculty commensurate to its numbers and allowing them access to faculty-governed bodies and committees of the Senate, the Senate acknowledges the lasting and growing reliance on temporary faculty at GSU and within the industry of higher education (where approximately 70% of all faculty hold appointments off the tenure track), understanding that issues affecting this group are often a harbinger of what will affect faculty as a whole. Because faculty on temporary lines are not guaranteed employment from year to

year, it may be a concern that electing temporaries to the standard three-year term of a Faculty Senator might suggest such a guarantee to those temporary employees elected to the Senate. However, tenure track faculty who are elected a year or two before either their third-year or five-year reviews are not guaranteed employment for the entirety of their three-year term either. Thus, a Senate seat is in no way guarantee of employment.

## **SEC Response:**

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4/29/2009: Faculty Senate Seats for Temporary Faculty Moore reported that the SEC had one request for an agenda item in April, a motion to seat temporary faculty on the Senate. Partly because of the aforementioned lack of information on faculty classifications, which included who is and who is not temporary faculty, the SEC passed the motion request to the Faculty Welfare Committee for consideration.

Discussion was held at the 6/23/2009 Faculty Senate meeting. Michael Moore reported that the SEC had one request for an agenda item in April, a motion to seat temporary faculty on the Senate. Partly because of the aforementioned lack of information on faculty classifications, which included who is and who is not temporary faculty, the SEC passed the motion request to the Faculty Welfare Committee for consideration.

6/23/2009: Moore then reported on a query from the April meeting asking for clarification of categories of faculty on campus, what those categories are, what their workload is expected to be and other elements of each category's work and employment. He added that the SEC had not yet received a reply because the System office is working on redefining or re-categorizing some faculty categories. However, the Board of Regents had made one noteworthy revision to one classification of faculty -- full-time lecturers: under Article 803.08.

EMPLOYMENT OF FULL-TIME LECTURERS, the first change was that "To carry out special instructional functions such as basic skills instruction institutions, including Georgia Gwinnett College, may appoint instructional staff members to the position of lecturer." The other item that was changed was that the reapportionment process had to follow procedures outlined by the institution. Previously, "Not more than 10 percent of an institution's FTE corps of primarily undergraduate instruction may be lecturers"; now 20 percent is allowed. The other part worth noting is 803.08.02, which basically says that institutions are discouraged from hiring senior lecturers and encouraged to hire lecturers, and after six years, lecturers will be eligible for promotion to senior lecturer.

These changes were approved in the May Board of Regents meeting. The Faculty Welfare Committee would probably be reporting on other classifications in September.