



San José State
UNIVERSITY

A campus of The California State University

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F03-1

At its meeting of May 5, 2003, the Academic Senate passed the following Policy Recommendation presented by Pam Stacks for the Organization and Government Committee.

Policy Recommendation Proposed amendment to the Constitution of the Academic Senate

- Whereas, according to the American Association of University Professors (see <http://www.aaup.org/>) "Today, 43 percent of all faculty are part-time, and non-tenure-track positions of all types account for more than half of all faculty appointments in American higher education"; and
- Whereas, data provided by Faculty Affairs from a PeopleSoft inquiry for Spring 2003 indicate that at SJSU there are 800 Regular Faculty, 70 Full Time Temporary Faculty, and 857 Part Time Faculty employed (see Appendix A); and
- Whereas, according to Institutional Planning and Academic Resources in Fall 2001 (see Appendix B), the Temporary Faculty employed at SJSU are distributed across the academic units (i.e. the values range from a low of 28 % Full Time Equivalent Faculty in Social Sciences and a high of 50 % FTEF in Education) and that the time base of temporary faculty is complex (and changes by semester); and
- Whereas, there is a significant portion of our "temporary faculty" who have been employed at SJSU for greater than six consecutive years; and
- Whereas, the mission of the Academic Senate is stated in its Constitution Preamble as: "to provide for effective participation and deliberation by the academic community of San Jose State University in the formulation of governing policies for the University, this Constitution is ordained and established"; and
- Whereas, for the Academic Senate to effectively recommend policies for the University it needs to be representative and well informed; and
- Whereas, By-Law 1.12 states "It is the responsibility of each member of Academic Senate to assess the attitudes and viewpoints of the constituency which elected him/her. However it is a policy that no member shall come instructed and that, in voting, each member represents the entire University"; and,
- Whereas, for the purposes of the Constitution, "the faculty consists of all University staff holding the title of Professor, Associate Professor, Assistant Professor, Instructor or Lecturer, and holders of such other professional and administrative staff positions as may be declared by By-Law to be directly related to the instructional program of the University" (Article II, Section 3. a)); and

- Whereas, the integration and inclusion of temporary faculty is essential to the policy making process; and
- Whereas, although the electorate is defined as all faculty but only tenured and probationary regular faculty currently are eligible for service on the Academic Senate (Academic Senate Constitution Article II, Section 3. b)); be it therefore
- Resolved that Organization and Government be charged to construct a by-law addressing the need for candidate statements prior to Senate elections; be it further
- Resolved that the Constitution of the Academic Senate be amended to expand the eligibility of faculty representatives to include temporary faculty; and further, be it finally
- Resolved that the following Constitutional Amendment be presented to the Academic Senate for its consideration and then to the faculty electorate as provided for in Article VI in the Constitution as follows:

Change the Constitution of the Academic Senate, Article II – MEMBERSHIP, Section 3 b) to:

b) Tenured faculty and probationary regular faculty who have completed at least one year's service and temporary faculty who have completed at least one Academic Year of service at the University are eligible as Senate faculty representatives. Election of probationary or temporary faculty to the Senate does not assure or imply retention or tenure or rehiring. Probationary and temporary faculty elected to the Senate shall have the same term of office as other faculty representatives, but shall cease to be members of the Senate if not retained or rehired.

Vote: 5 / 4 / 0

Present: Connolly, Desalvo, Dresser, Miura, Onkvisit, Singh, Stacks, Thames, Yen

Financial Impact None, unless the academic unit decides to reimburse temporary faculty for service activities, then the cost would depend on the number of temporary faculty who are elected as Senators.

Action by University President: APPROVED BY INTERIM PRESIDENT JOE CROWLEY ON 10/1/2003.

Appendix A

Temporary Faculty at SJSU in Spring 2003

Distribution across academic units

College/Unit	Full-time Temporary = 70		Part-time Temporary = 857	
	Number	%	Number	%
Applied Science and Arts	17	24.4 %	114	13.3 %
Business	17	24.4 %	53	6.2 %
Education	3	4.2 %	106	12.4 %
Engineering	6	8.6%	120	14.0 %
Hum & Arts	7	10.0 %	224	26.1 %
Science	10	14.4 %	106	12.4 %
Social Sciences	3	4.2 %	74	8.6 %
Social Work	1	1.4 %	40	4.7 %
Grad Studies & research	2	2.8%	17	2.0 %
Athletics	4	5.6 %	1	0.1 %
Other	0		2	0.2%
TOTAL	70	100%	857	100 %

Temporary Faculty at SJSU in Spring 2003 Distribution of time base appointments (number of faculty)

College/Unit	Number of Faculty at each fractional time base appointment			
	1.0	0.99-0.5	0.49-0.4	0.39-0.06
App. Sci & Arts	17	24	18	56
Business	17	19	25	29
Education	4	33	14	55
Engineering	12	25	21	75
Hum & Arts	7	86	45	85
Science	3	36	15	55
Soc Sci	3	37	16	29
Soc Work	1	12	5	23

Number of Temporary Faculty N = 927 Number of Regular Faculty N = 857

(Data provided from Faculty Affairs via a PeopleSoft inquiry on 2/21/03)

Appendix B

Composition of Faculty across Academic Units

College/Units	Number of Regular Faculty:			FTEF distributions:		
	Number of Tenured	Number of Probation.	Total Tenured, Prob & FERP	Regular & FERP FTEF	Dept. FTEF	% Reg & FERP FTEF is of Dept FTEF
Applied Sciences & Arts	70	24	96.5	84	137.8	61 %
Business	54	11	69.5	58.8	103.4	57 %
Education	40	23	65	54.6	108.4	50 %
Engineering	58	22	82.5	66.56	118.7	56 %
Grad Studies & Research	10	2	12	9.95	13.0	76 %
Humanities	99	28	137	124.9	238.8	52 %
Science	112	27	141	123.6	191.1	65 %
Social Sciences	75	26	108	94.4	131.0	72 %
Social Work	15	8	23.5	18.25	34.1	54 %
University Total	533	171	735	635.6	1103.2	58 %

Institutional Planning and Academic Resources data for Fall 2001 can be found at:

<http://www.ipar.sjsu.edu/factbook/stat02/table21-01.html>