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March 24, 2009

TO: Kenneth G. Holum  
Chair, University Senate

FROM: Sabrina A. Baron  
Chair, Senate ERG Committee

SUBJECT: Senate Policy on Eligibility for Election in the Faculty Constituency (Senate Document 08-09-16)

As a result of discussions at the ERG Committee's February 2009 meeting, the Committee had continuing questions about defining Professors of the Practice as "equivalent" to tenure-track faculty for purposes of eligibility for election to the Senate in the faculty constituency. The ERG Committee is concerned to maintain parity and equity across all constituencies. Committee discussion was resumed at our meeting held this morning, March 24, 2009.

The Committee understands the particular position of the School of Public Policy as a small unit, needing more eligible candidates. Further, the Committee agrees that as a group, Professors of the Practice have no impact on apportionment numbers, as there are only ten (10) full-time Professors of the Practice recognized by the University. However, there is a strong opinion in the Committee that individual units should not make the designation for Senate eligibility, and that there should be a standard policy for all units in the University in order to maintain parity and equity.

According to the University's *Faculty Handbook of Policies and Resources*: "...Appointees [as Professors of the Practice] will hold the rank of Professor but, while having the stature, will not have rights that are limited to tenured faculty....This title does not carry tenure..."

Section 3.2.a (1) of the Plan of Organization specifies eligible candidates as "those who hold a full-time tenured or tenure-track appointment at the rank of Professor, Associate Professor, Assistant Professor or a rank recognized by the University as equivalent to these."

Clearly, as per *The Faculty Handbook*, the University does not recognize Professors of the Practice as equivalent to tenured or tenure-track faculty, and the language of the Plan of Organization is equally clear about this qualification.

Therefore, it is the opinion of the Committee that Professors of the Practice should not be eligible as candidates for the faculty constituency unless University policy is changed. The Committee is concerned that the SEC chose at its last meeting to interpret the position of Professors of the Practice more liberally with regard to Senate membership. ERG feels that this makes a gray area even more muddled and could lead to further ambiguities and inconsistencies.