

## **Faculty Governance Committee Resolution 23/24-10 - Contingent Faculty Positions on Standing Committees**

The Faculty Governance Committee moves the following amendments to the *Faculty Manual* to specify that the Faculty Governance Committee, the Faculty Life Committee, and the Curriculum Committee shall each include among its personnel at least one faculty member with a non-tenure-track appointment.

### Curriculum Committee: Section 3.IV.B.2.c

(i) Ten faculty representatives, one tenured from each Faculty and elected by the respective Faculty; and five at-large ~~(tenured or untenured)~~, elected by the faculty as a whole, either tenured or untenured, of whom at least one is a non-tenure-track faculty member with voting franchise

### Faculty Governance Committee: Section 3.IV.B.3.c

(i) Ten total faculty representatives, with at least one tenured from each Faculty, and at least one non-tenure-track faculty member with voting franchise, all elected by the faculty as a whole.

### Faculty Life Committee: Section 3.IV.B.4.c

(i) Ten faculty representatives, one tenured from each Faculty and elected by the respective Faculty; and five at-large (tenured or untenured) elected by the faculty as a whole, at least one of whom is a non-tenure-track faculty member with voting franchise.

## **Rationale**

Around 30-35% of faculty at St Olaf have non-tenure track (NTT) appointments. This includes both faculty employed at the College for just one or two years before moving on as well as faculty with long-term roles at the College, such as Teaching Specialists, Special Appointments, and other term faculty who contribute to the College over longer time periods. In the fall of 2023, after holding consultations with NTT faculty across the College, the NTT Taskforce requested that the Faculty Governance Committee consider ways to ensure that NTT faculty are always represented in faculty governance discussions. The specific request was to modify the composition of standing committees to guarantee places for NTT faculty members. This request comes at a time where we are actively looking for ways to foster greater engagement and building a more inclusive faculty governance structure that ensures all voices can be heard.

While NTT faculty are not explicitly prevented from serving on faculty committees, the nominations and election process has historically favored tenure-track faculty over NTT faculty. Justification for this has often been motivated by a desire to protect NTT faculty from being exploited through being pressured to serve on committees. Unfortunately this enables a *de facto* exclusionary environment which risks silencing the voice of NTT faculty. While NTT voices are important in all areas, these three committees are charged with addressing faculty governance issues that have a direct impact on NTT faculty and benefit most from their ensured representation. NTT faculty will continue to be eligible to serve in other committee roles as specified in the faculty manual.

The proposed modifications ensure that the meaningful perspective of NTT faculty is represented on key faculty committees; it does not change the evaluation criteria for NTT faculty, nor does it require that any individual NTT faculty member serve on committees for continued employment. This is in line with the evaluation criteria for all faculty regarding service to the College, in which service on elected faculty committees is one of many ways to serve the College.

By guaranteeing a representative of the NTT perspective on FGC, FLC and CC, the proposed additions:

- Invite NTT faculty to participate in service on faculty committees without obliging them to do so.
- Send a clear message that the St Olaf Faculty believe NTT voices are important and are worthy of inclusion.

Promote a sense of belonging at the college-wide level that many NTT faculty report not experiencing.