

The Executive Council of Faculty Senate opposes the proposed policy revisions because they are not the product of shared governance.

When the administration presented the Faculty Senate with their ideas for new classifications of faculty, Faculty Senate surveyed instructors and tenure-line faculty regarding the administrative proposals. Faculty will was clear: They did not support the administration's ill-defined "university professor" position for tenure-line faculty, and they wished the promotional path for "senior instructor" to be achieved without an increase in instructor workload.

An important point noted by numerous respondents: university administration justified its previous increase in instructor workload by claiming instructors were not expected to advise or do service. A few short years later, university administration are now expecting instructors with already increased workloads to complete advising and non-specified service.

When Faculty Senate conveyed these findings to the administration, the administration responded by hastily crafting its own survey, with limited recipients and a low rate of return. The administration then asked Faculty Senate to revise the proposals to achieve the goals the administration wanted.

The Senate continued its discussion of the proposed documents, but administrators did not attend these scheduled Senate meetings or explain or address the policy contradictions in their own proposals. Confusing matters even more, high ranking administrators provided different information to different audiences.

When Faculty Senate met to discuss these proposals in a special-called session over the summer, no administrator attended the meeting. In this special-called session, scheduled weeks in advance of its occurrence, Faculty Senate received reports, held discussions, and voted to affirm (a) instructor raises and (b) a path for instructor promotion that did not include increased workloads for all instructors.

Some weeks after the special-called Faculty Senate session, the President scheduled a meeting with the President of Senate, members of the ad hoc committee on Instructors, the Provost, and leadership of HR. As a result of suggestions made at this meeting, the administration made substantive changes to the proposed revisions. The administration did not ask the Faculty Senate to review those changes, nor has the Faculty Senate endorsed those amendments or the full proposal as it stands now.