

TO: John Koker, Provost  
FROM: Druscilla Scribner, Faculty Senate

February 23, 2021

**Re: Response to memo regarding the Instructional Academic Staff Task Report recommendations**

This memo is the Faculty Senate response to the request to specifically explore the feasibility of implementing recommendation #3 of the Instructional Academic Staff Task Report recommendations and to identify potential obstacles to implementation.

*Recommendation #3: Respect IAS voice and perspective through voting rights in departments and colleges; move IAS representation from the Senate of Academic Staff to the Faculty Senate.*

Leaders from the Faculty Senate and Senate of Academic Staff (SAS) met in November and December of 2020 to discuss recommendation #3. Faculty Senators wanted to hear back from Senate of Academic Staff and consider their response prior to drafting and discussing the Faculty Senate's response.

The shared governance bodies were not asked to comment on any other recommendations made by the working group. However, we believe that addressing issues surrounding contracts for Instructional Academic Staff is critical for improving campus experiences.

**FS Response to “Respect IAS voice and perspective through voting rights in departments and colleges”**

1) We echo and support SAS's suggestions for the following actions:

- Ask for a review of bylaws at the college and department level to ensure consistency with the faculty handbook.
- Include IAS voting rights and other issues as part of an improved Department Chair training process.
- Communicate voting rights at the Department, College, and University levels to all new and continuing IAS.

2) We recommend that the Provost consider whether the Total Title and Compensation project, as it continues to proceed at a campus level, offers an opportunity to review, define, and align titles, expectations, and practice for continuing IAS positions. The status of non-tenured / non –

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tenure-track instructional academic staff could be clarified as a part of a broader effort to update and define job and working titles.

3) We recommend that the Provost consider proposing a uniform (across colleges) instructional academic staff working title for long-term continuing IAS who meet the *existing* requirements for faculty-like voting rights in the handbook (GOV 6.1 - see (4) below and the Appendix).

4) We recommend that Colleges clarify in their bylaws the rights of IAS members who meet *existing* requirements for faculty-like voting rights as described in the faculty handbook (GOV 6.1, see Appendix). Colleges should extend voting rights to instructional academic staff members who serve on college committees requiring or permitting their membership.

5) We recommend that shared governance bodies consider policy changes to clarify or extend voting rights to instructional academic staff members who are serving on University Committees (e.g., search & screen committees) requiring or permitting their membership.

**FS response to: “Move IAS representation from the Senate of Academic Staff to the Faculty Senate.”**

1) We recommend taking no action at this time. Currently, such a move is not feasible or desirable. The SAS response indicates that SAS is not supportive of this recommendation.

2) We recommend Faculty Senate appoint a Senate representative who will regularly attend SAS meetings. Greater communication between SAS (including the IAS subgroup) and FS is desirable. Currently an IAS representative from SAS attends all FS meetings, but a FS representative does not attend SAS meetings.

3) We recommend reviewing the level of IAS representation on relevant Faculty Senate and University committees. Faculty Senate is conducting a review of committees this spring semester.

*Appendix – Additional Background on Voting Rights*

The current state of affairs is that *faculty voting rights at the department or equivalent level are extended to Instructional Academic Staff* by GOV 6.1 - Faculty Voting Rights For Instructional Academic Staff. However, GOV 6.1 is not uniformly practiced across colleges and departments. In 2018-2019, Faculty Senate and the Senate of Academic Staff entertained a number of proposals and counter proposals related to revising GOV 6.1. These efforts predate the Working Group’s report. Several things became evident during these floor discussions and in separate meetings with FS and SAS leadership.

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- There is broad support of IAS and recognition of the valuable perspective they bring to the table.
- IAS input is valuable and desired in department, college and university work.
- There is recognition that long term / continuing IAS workload expectations should include time allocated for engagement in department (and beyond) service activities.
- There is a variety of practice across departments and colleges with respect to expectations of engagement and the extension of voting rights on departmental affairs.
- There is a lack of knowledge regarding existing IAS rights.
- There are number of academic departments (and one College) where the numbers of instructional staff exceed the number of faculty.

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