**Frequently Asked Questions on the**  
**Proposed Changes in Faculty Definitions and Faculty Governance**

**Question:** What is the nub of the proposal? **Answer:** For governance purposes, job titles are being designated into the broad categories of staff, administrative officers, research faculty, and academic faculty. There will be an Academic Faculty Senate and a Research Faculty Senate, which together will form the Faculty Senate. In a separate effort, a staff council is being formed.

**Question:** Why is this change being proposed? **Answer:** Updating the categories to reflect current realities and commonly-used terminology will clarify responsibilities for campus governance. In addition, over the years, the category “general faculty” has been inconsistently applied and stretched beyond the commonsense meaning of the word faculty. Clarifying categories will create more equitable and consistent practices.

**Question:** If I had “general faculty status” before the change, but my job title falls into the category of staff after the change, will my privileges or benefits be eliminated? **Answer:** No. Your privileges and benefits will continue unchanged, with the exception that instead of voting in elections for the Academic Faculty Senate or Research Faculty Senate, you will be able to vote in elections for a staff council and serve in leadership positions there.

**Question:** What will happen to the General Faculty Assembly after the change? **Answer:** There will no longer be a General Faculty Assembly. Instead, there will be a Faculty Senate, consisting of the combination of the Academic Faculty Senate and the Research Faculty Senate.

**Question:** Does the change affect who can participate and vote in promotion and tenure decisions?  
**Answer:** No. Anyone participating in or voting on a tenure or promotion decision for a tenure-track faculty member must hold the level and tenure status being sought or a higher level. This is specified in the *Faculty Handbook*.

**Question:** Does the change affect who can participate and vote in curriculum decisions at the School level? **Answer:** That choice is up to the Schools. They set their own rules on those matters; they are not set by the *Faculty Handbook*.

**Question:** Will non-tenure-track faculty be able to vote on curriculum decisions after the change?  
**Answer:** Some will, and some already do. But the composition of the curriculum committees will be set in such a way that tenured and tenure track faculty are predominant in those decisions.

**Question:** What if what I do fits into the definition of one of faculties but my job title is not on the list?  
**Answer:** There is a chance that your job title does not fit your duties. You should talk to your unit about changing your job title. If you think your job title belongs on the list, share that information with the Subcommittee. If the proposal has already been implemented, then make an appeal to the Executive Board within 60 days of receiving notification.

**Question:** Are there any differences in privileges and benefits between academic and research faculty?  
**Answer:** No. They vote in different elections.
**Question:** How will the continuing privileges and benefits be noted in PeopleSoft? How will an individual be ensured that the transition promise will be fulfilled? **Answer:** HR is developing the implementation plan.

**Question:** Temporary employees will not be able to participate in faculty governance, but some people are marked as temporary in the HR classification system for convenience but are actually long-term employees. Will they be able to participate? **Answer:** Voting privileges will depend on the codes that are used in the HR system. These individuals may need corrected codes; please check with OHR.

**Question:** Where can I look at the full list of titles included in the faculty categories? **Answer:** The list will be provided as a link from the *Faculty Handbook* when it has been approved by the Executive Board and the President. Draft lists will be made available to the faculty for the first and second readings of the proposed changes in the *Faculty Handbook*.

January 22, 2014