

# Faculty Senate Anti-Racism Commitments

# 1. Curriculum

- ◇ The Senate commits to leading a broad conversation with faculty on curricular changes to ensure that our students learn about systemic racism in their time at Stetson.
  - ◇ Senate AA committee is the current focal point for this effort
  - ◇ A simple answer – like one required course – does not seem sufficient
  - ◇ The longer conversation has to happen – how do we teach about anti-racism throughout the curriculum?

## 2. Representation

- ◆ The Faculty Senate commits to major initiatives to improve representation of faculty in Stetson's governance system. These include:
  - ◆ A review and consideration of revisions to the membership and terms of representative bodies including the Faculty Senate and UCCAP.
  - ◆ A new process for polling faculty to populate university committees wherein the Senate will advocate for faculty interests and seek to improve transparency and communication.

# Why does representation matter?

- ◇ As a faculty we have *collective responsibilities*.
- ◇ It is impractical to be fully democratic, but we want to be inclusive.
- ◇ Representation is the mechanism by which faculty can choose colleagues to do the detailed work of our collective responsibilities and make some decisions on behalf of the whole faculty.
  - ◇ Requires communication and accountability
  - ◇ Involves investing power in representatives, which should be rotated and shared

# Why discuss representation now?

- ◇ UCCAP – membership has changed, Defining Document has not.
  - ◇ Specific proposed changes will be discussed later
- ◇ Senate – criticized as not representative of all faculty.
  - ◇ We are charged with full representation and should reflect on criticism
- ◇ Diversity climate – who is represented?
  - ◇ Is power shared and distributed, or consolidated and centralized?

# AAUP guiding questions on governance/representation

- ◇ Does the governance structure create a balance of power within the college?
- ◇ Is it structured in a way that is understandable to all faculty members?
- ◇ Does it facilitate proper communication between committees?
- ◇ Is it too bureaucratic?
- ◇ Does it meet the administration's needs?

# Principles of representation

- ◆ Faculty Senate – designed to be representative by position in the University, proportional to size of units (i.e. college/school, division, or employment type)
- ◆ UCCAP – not as clear, appears to be more distributional
  - ◆ Ensure one rep from major types of programs / stakeholders
- ◆ Other models
  - ◆ Reserve some positions by rank
  - ◆ Reserve some positions for minority or traditionally underrepresented groups
- ◆ Hierarchy
  - ◆ Subcommittees can be representative by expertise, but may not be representative across all positions, so long as the broader committee is representative across the whole university (i.e. Senate subcommittees)

# Membership of Two Representative Bodies

## Faculty Senate: 21 Seats

- ◇ 3 SoBA reps
- ◇ 3 SoM reps
- ◇ 8 CAS reps (4 divisional, 4 at-large)
- ◇ 3 University at-large
- ◇ 1 Library rep
- ◇ 1 Retired rep
- ◇ 1 Contingent rep
- ◇ 1 Adjunct rep

## UCCAP (voting): 12 Seats

- 4 Chairs of curriculum committees
- 1 UGEC Chair
- 1 Faculty Senate rep
- 1 SGA rep
- 1 SoBA rep
- 1 SoM rep
- 1 CAS rep
- 1 CAS grad rep\*
- 1 SoBA grad rep\*
- 1 Chair, Continuing Ed and Lifelong Learning Committee\*\*

\*Position not in alignment with Defining Document

\*\*Not Active; Committee no longer exists



# Questions about Representation

- ◇ Right now, both UCCAP and the Faculty Senate are defined as fully representative bodies, although their memberships fulfill that in different ways.
  - ◇ Is it necessary for both to be fully representative?
  - ◇ If so, should the representation be proportional to the number of faculty in various units?
  - ◇ What units/positions/employment types also need representation?
  - ◇ Should there be any non-elected voting members?

# Committees and Representation

- ◇ Coming your way soon...
  - ◇ Polling from the Committee on Committees about service for next year
    - ◇ Broader and more informative polling than in years past
    - ◇ Your preferences for your own service as well as suggestions of colleagues for committee spots
    - ◇ Senate Exec will make nominations directly from the polling results
    - ◇ Senate Exec will not nominate faculty who indicate that they do not wish to serve on particular committees.
  - ◇ Senate elections
    - ◇ Better publicity and discussion