

# Understanding Career-Track Faculty Changes to the Charter & Bylaws



## Overview

### THE PROPOSED CHANGE Article 1, Section 1 Composition

“All tenured, tenure-track, and career-track faculty (minimum 75% appointment) are members of the General Faculty and are entitled to vote in General Faculty elections and initiatives.”

### WHO ARE CAREER-TRACK FACULTY?

Career-track faculty (CTF) are renewable term, non-tenure track appointments that support programs & initiatives at OSU.

CTF titles include: Clinical faculty, extension specialists, professional practice faculty, teaching faculty, and research professor faculty.

### SCOPE OF IMPACT



#### DOES

- Grant voting rights to CTF
- Enable CTF participation in faculty governance



#### DOES NOT

- Grant voting rights to CTF on matters of RPT for tenured and tenure-track faculty

## Why Are Changes Necessary?

### OSU IS LAGGING BEHIND

#### NATIONALLY

# 85%

Include CTF in governance

A 2017\* study of all Carnegie Classified doctoral universities with very high research activity showed that most institutions consider full-time, non-tenure track faculty as eligible to participate in faculty senate.

\*Jones, Hutchens, Hulbert, Lewis, & Brown. (2017)

#### REGIONALLY

100% of regional peer institutions\*\* enable CTF participation in faculty governance.



Iowa State



U of Kansas



Texas Tech



U of Nebraska



U of Oklahoma



Kansas State



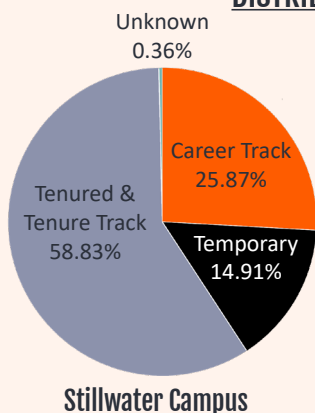
U of Texas



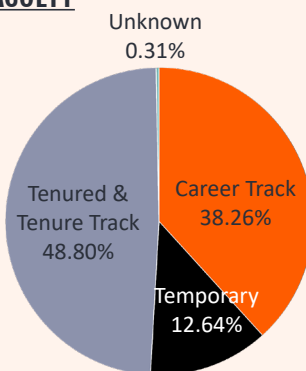
U of Colorado

\*\*Peer institutions derived from Chronicle of Higher Education study (2023) of data from 2021-2022 Integrated Postsecondary Education Data System (IPEDS).

### DISTRIBUTION OF FACULTY



Stillwater Campus



OSU System-wide

### NUMEROUS & ESSENTIAL

CTF make up over 25% of Stillwater Campus faculty and over 38% of faculty OSU System-wide.

For complete, interactive data, visit the [OSU NTT Faculty Data Fall 2022 Tableau dashboard](#).

Data source: OSU Institutional Research and Analytics

# FREQUENTLY ASKED QUESTIONS

## What is the composition of faculty at OSU?

As of Fall 2022, the OSU System had 2,296 total faculty. Of those, 1,120 were tenured or tenure-track, 878 were career-track, and 298 were temporary faculty positions. For Stillwater campus, total faculty equaled 1,553, with 941, 404, and 208, respectively, across those same categories.

## Where are all of these different faculty titles defined?

Currently, faculty titles are defined across three policies: 2-0902–Reappointment, Promotion and Tenure Process for Ranked Faculty; 2-0903–Non-Tenure Track Faculty Positions; and 2-0904–Research Professor Track (Non-Tenure Track).

## What changes are being proposed?

The Faculty Council voted to approve two proposals. The first proposal (23-11-01-NTT) recommends revising the Charter and Bylaws of the General Faculty of Oklahoma State University to include career-track faculty as participating and voting members of Faculty Council. The second proposal (23-12-01-NTT) recommends revising OSU policy 2-0903 to redefine non-tenure track faculty positions into either career-track or temporary faculty positions, consistent with the changes to the Charter and Bylaws. Full details regarding the proposals and Faculty Council discussion and vote can be found in the Faculty Council agenda and minutes for the December 12, 2023 meeting available on the [Faculty Council website](#).

## Which policies and documents are impacted by these changes?

The policies and documents impacted by these changes include the Charter and Bylaws of the General Faculty of Oklahoma State University, OSU policy 2-0903, and OSU policy 2-0904.

## What is a “career-track” faculty position?

A career-track faculty position is a renewable term, non-tenure track appointment that supports programs and initiatives at OSU. Specific titles for career-track include: clinical faculty, extension specialists, professional practice faculty, teaching faculty, and research professor faculty.

## How will this change affect my status as a tenured or tenure-track faculty member?

The proposed changes have no impact on OSU’s current policies concerning the hiring process or RPT process for tenured or tenure-track faculty as outlined in OSU policy 2-0902.

## What new rights and privileges will the career-track faculty have as a result of this change?

If passed, career-track faculty will be included as part of the General Faculty and thus can serve on Faculty Council and have voting rights in faculty governance. These proposals do not change career-track faculties’ rights or abilities to vote on matters relating to hiring or RPT for tenure-track faculty.

## Why should career-track faculty be allowed to participate in faculty governance at OSU?

Career-track faculty represent a large portion of the faculty body at OSU, with many spending a significant amount of their career at the university. Currently, they are not allowed to participate or vote in Faculty Council matters, nor do they have a say in many faculty governance situations.

## Will emeriti faculty still be allowed to participate on Faculty Council committees?

Yes, emeriti faculty can still be appointed to Faculty Council committees.

## Will faculty with the rank of instructor be included in faculty governance?

Career-track faculty with the rank of instructor or above will be included in faculty governance.

## Is it common to include career-track faculty in faculty governance?

A [2017 study](#) of all Carnegie Classified doctoral universities with very high research activity showed that most institutions consider full-time, non-tenure track faculty as eligible to participate in faculty senate. As of 2022, OSU’s regional peer institutions—such as OU, Kansas, Kansas State, Texas, Nebraska, Colorado, and Iowa State—enable career-track faculty to participate in faculty governance.

## What is the process for approving these changes?

Once approved by the Faculty Council, the changes to the Charter and Bylaws of the General Faculty must be voted and approved by the faculty body as currently defined (i.e., tenured and tenure-track faculty). This vote will occur in early Spring 2024. The changes to policy 2-0903 were submitted to President Shrum’s office after Faculty Council approval. Administration will review the changes with the Council of Deans and consult other OSU offices if necessary, such as OSU Legal Counsel. Assuming approval of the Charter and Bylaw changes by vote of the faculty and approval and resolution of policy changes by Administration, President Shrum’s office will present the changes to the OSU/A&M Board of Regents for final approval.