Ray,

I would like the academic senate to revisit the policy on Department Chairs (APM125).

Here is the relevant section

*C. NOMINATION BY THE DEPARTMENT*

1. *Department Chairs shall normally be selected by the President from the list of nominee(s) recommended by the department. These procedures shall provide that all full-time tenured and probationary faculty members of the department are eligible to vote on the nomination of a Department Chair. Temporary faculty unit employees may participate in department chair nominating elections as follows:*
	1. *All temporary faculty members with 15 WTUs during the semester the nomination takes place are entitled to a full vote. Temporary faculty who have maintained 6 WTUs or more for four consecutive semesters including the semester in which the nomination takes place are entitled to a full vote.*
	2. *All other temporary faculty teaching 6 WTUs or more in the current and previous semester of the nomination are entitled to a half vote.*
	3. *Temporary faculty who are appointed below 6 WTUs and have served four consecutive semesters are entitled to a .25 (ONE-QUARTER) vote if in active status, including when the nomination takes place during the fourth consecutive semester of service.*
	4. *Service for either semester during an academic year shall count as a "consecutive semester" served, if the faculty member serves for any other semester during the same, previous or next academic year.*
	5. *In reporting the vote to the dean, the department shall provide a single tally of the votes cast by the department faculty. There shall be no distinctions on the ballots except as necessary to identify the numerical value of the vote cast for counting purposes.*

*Among those eligible to vote are faculty members on sabbatical or difference-in-pay leaves and participants in the Faculty Early Retirement Program who are teaching during the semester in which the nomination election occurs. Individuals who are on a professional or personal leave without pay are ineligible to participate in the nominating election. Proxy voting shall be prohibited but provisions may be made for absentee voting.*

1. The first issue regards the rights of temporary faculty. Who can vote and how should it be weighted. The language in the APM is confusing.

The language on temporary faculty is confusing. Section **a.** states four consecutive semesters but then section **d.** states that either semester in an academic year shall count as a “consecutive semester.” This seems contradictory

Further, does the person have to be teaching in the semester in which the nomination is performed? It is not clear from the current policy.

Section **c.** states active status. Temporary faculty can be active even if they are not teaching. If they are a 3-year lecture and there are currently no courses for them to teach, they still receive a contract with 0 units. Should they be granted a vote? How much?

I think one of the ways to address this issue is by looking at what temporary faculty are entitled to rather than the actual WTUs but I have not really considered all of the implications of this.

1. The second issue relates to the ballot.

	1. There is a lack of consistency across campus about what the ballot looks like. For example, should a spot for write-ins be included or not.
	2. This is a particular problem when there is only one name on the ballot. Should the ballot contain only that person’s name with a check box? Which some departments have used.

Should the ballot contain the person’s name with a check box and a space for a write-in candidate? Some departments have done this.

Should the ballot contain the person’s name with a yes/no vote to allow for dissenting opinions to be expressed? Some departments have done this.

Should the ballot contain the person’s name with a yes/no/abstain based upon Robert’s rules for a motion? Some departments have done this.

1. The third issue is who conducts the election? Again, there is a lack of consistency. My recommendation is that all elections be processed through OIE, it allows for independence in the process.