

The ISU Faculty Association-  
presents

## THE ESSENTIAL AND PERMANENT ROLE OF THE SENATE

First, an example: In their 1st contract, the new UI-Chicago tenure-line faculty codifies the Senate role...

### Article XI. Governance

The Union retains the exclusive right to negotiate and reach agreement on wages, hours, and terms and conditions of employment for the members of the bargaining unit.

The parties to this Agreement recognize and support the role of the Faculty Senate as established by the University of Illinois Statutes such as its general responsibilities in areas including but not limited to:

- (a) curriculum policy and curricular structure,
- (b) requirements for degrees and granting of degrees,
- (c) policies for recruitment, admission and retention of students,
- (d) academic policies relating to students,
- (e) reviewing and proposing changes to the statutes, and
- (f) academic freedom.

The above list of Senate responsibilities is not inclusive of the Senate's full role as provided in the University of Illinois Statutes and is not intended to expand or limit that role ....

This Agreement is not intended to expand or limit the faculty role in governance as provided in the University of Illinois Statutes. No faculty member will be penalized for legitimate participation in University governance.

Source: <http://uicunitedfaculty.org/contracts/>

## Senate =

Shared Governance by  
Faculty in traditional areas of  
academic concern – curricula,  
degree requirements, etc.

*Only representative members join, elected from the entire full time faculty. All policies and decisions are advisory to the administration.*

*"Shared governance" includes:*

- *Advising the administration on policies for faculty evaluation, salary, promotion, tenure, recruitment, employment, retraining, development, rights and responsibilities, general faculty benefits, discipline, severance, leave of absence.*
- *Advising the administration on resolving Grievances.*
- *Advising the administration on standards and policies, undergrad curriculum & program changes, General education, Evaluating the Chancellor and Provost, Rules and Procedures for Faculty Senate, Professional Development workshops, EUE and TEAC Awards, Honorary Degrees, Ombuds.*

## Union =

Equal Decision-Making on  
employment-related matters  
(salaries, benefits, terms and  
conditions of employment)

*All full time faculty may join. Officers are elected. Faculty Association has a legally binding contract the administration cannot ignore: they must meet and negotiate with the FA or face legal action.*

*"Equal Decision Making" gives faculty a fully informed, equal voice on all mandatory subjects of bargaining: Wages, Benefits, Terms & Conditions of employment. Administration must fully answer FA questions or face legal action. Also allowable for bargaining: workload, class sizes, and the impact of administration-proposed changes.*

*Our administration can and does overrule FGC decisions more times than is justified by the facts. This underscores the need for arbitration as a last avenue of appeal – or better to have a chilling effect on unwarranted reversals.*

**NO  
OVERLAP  
BUT  
THERE  
CAN BE  
SIGNIFICANT  
COORDINA-  
TION AND  
PARTNER-  
SHIP!**

## CASE-STUDY: INCORPORATING FACULTY SENATE RESOLUTIONS INTO A BINDING UNION CONTRACT

A previous SIU Carbondale FA union contract proved how effective cooperation between a faculty union and a faculty senate can be. The contract incorporated an SIUC Faculty Senate resolution that specifies types of remedies available to the JRB (the Judicial Review Board, equivalent to ISU's Faculty Hearing Panel) in Tenure and Promotion cases. It provides that the campus chancellor treat the decision of the JRB "in the same manner as s/he treats similar decisions of the Provost and Vice Chancellor."

Source: [siucfa.org](http://siucfa.org) 2007-2010 SIUC FA contract