**Relevant documents for**

**Initiative on committee membership and leadership positions**

Submitted by Landon Spencer for Com B spring 2021

Toward the end of spring 2021, COS Academic Senate Committee B adopted an initiative “to investigate and provide recommendations to the Academic Senate regarding equity and participation in committee membership and leadership positions.”

These are the relevant sections from our Constitution and Bylaws:

* COS Academic Senate Constitution
	+ Article IV: Senate Officers
		- D. Officers shall serve for two-year terms and may be reelected to succeed themselves in office.
* COS Academic Senate Bylaws
	+ Article VII:
		- H. Academic Senate standing committees shall operate as follows: 1. Each standing committee shall have a chair appointed by the President of the Academic Senate with the consensus of the Academic Senate.

Some relevant ASCCC papers and resolutions:

* ASCCC paper “Diversifying Leadership in the Faculty Ranks” April 2019, John Stanskas, former ASCCC president
	+ <https://asccc.org/content/diversifying-leadership-faculty-ranks>
	+ Much of this paper explores ways to increase diversity in hiring and on hiring committees, but the following section seems relevant more broadly:
	+ “For all other committee appointments, the president and executive director are responsible for ensuring appropriate faculty representation. We continue to seek out diverse faculty for our pool and consider the breadth of views, backgrounds, and lived experiences in our selections. We have dedicated resources to improve our outreach to groups that have diverse faculty in an effort to build relationships and inspire more faculty to serve in leadership and governance both locally and at the system level.”
* From “Recommendations for local academic senates” from ASCCC paper titled “Anti-Racism Education in California Community Colleges”
	+ “Intentionally increase representation on the local academic senate by identifying, including, and empowering missing voices” (43)
	+ “Provide organizational and transformational leadership faculty training and support and ongoing online faculty development, including racial literacy education” (44)
* ASCCC fall 2019 Resolution 01.06 on “Term Limits of Three One-Year Terms for Officers and Two Two-year Terms for Representatives” <https://www.asccc.org/resolutions/term-limits-three-one-year-terms-officers-and-two-two-year-terms-representatives>
	+ Whereas, Objective 2.2 of the Academic Senate for California Community Colleges (ASCCC) Strategic Plan is to “Increase the diversity of faculty representation on committees of the ASCCC, including the Executive Committee, and other system consultation bodies to better reflect the diversity of California”;
	+ Whereas, Attendees of ASCCC plenary sessions have expressed the perception that being elected to the Executive Committee is unreasonably difficult due in part to the longevity in office of some incumbents;
	+ Whereas, The ASCCC bylaws currently only set limits for the office of president; and
	+ Whereas, Establishing consistent term limits for all offices and positions would increase opportunities for a wider pool of candidates and thereby promote greater inclusion and participation by reducing the number of incumbents who might seek re-election in the same position or office;
	+ Resolved, That the Academic Senate for California Community Colleges amend its Rules so that Section 1.C reads as follows:
		- *Terms of Office*
		- *1)    Terms for Officers shall be one year.*
		- *2)    Terms for representatives shall be two years.*
		- *3)    Terms for representatives shall be staggered as follows. Even-numbered year elections will select the Area B and C representatives, one representative each from the North and South regions, and one of the At-Large representatives. Odd- numbered year elections will select the Areas A and D representatives, one representative each from the North and South regions, and one of the At-large representatives.*
		- *4)       The officers shall serve no more than three consecutive elected one-year terms in the same office.*
		- *5)      All members except the officers are limited to two consecutive two-year terms in any position. In the event that a representative or officer is elected to a position mid-cycle due to a resignation or election by prior incumbent to a different office or position within a normal cycle, the representative or officer may pursue re- election and be entitled to serve a full term of a normal cycle in the same position despite the previous mid-cycle service. For the purposes of this section and article, At-Large positions are considered the same position despite their staggered terms for election, and all North/South positions are considered the same position despite their staggered terms.*
* Email response to my inquiry to ASCCC
	+ Landon, My name is Stephanie Curry and I serve as an ASCCC North Representative and Chair of the Relations with Local Senates Committee this year; Thank you for your question on faculty appointments to standing committees Per the [Local Senates Handbook](https://nam10.safelinks.protection.outlook.com/?url=https%3A%2F%2Furldefense.com%2Fv3%2F__https%3A%2F%2Fwww.asccc.org%2Fcommunities%2Flocal-senates%2Fhandbook%2FpartII__%3B!!A-B3JKCz!SUKCZ_CPlDNaeDaMxeLrZlcj7NsDtBd1gqF5VSIvOvjkYVomGddwbOeZkIpO9EecjUGs%24&data=04%7C01%7Cstephanie.curry%40reedleycollege.edu%7Cc45ffc82971a46e5e82e08d8fd0dfd7a%7C82cf0ca31c1c4685a3045b45ed171ea8%7C1%7C0%7C637537583824932878%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=KO2s%2BylZahurEn%2FCYBRDIVXcAt5JqNLGQbn%2BPuvTo3g%3D&reserved=0) the Academic senate “appoints faculty representatives to college and district wide committees.”   How long that person serves should be a local decision. Many Senates when they appoint a faculty do so with a designated term of service (e.g 2 years). If the person needs to be there longer they can be re-appointed. Senates can also alternate terms on committees with multiple appointees so that there is always a seasoned person but that new faculty can be added each year.  The choice of appointment and terms is up to your local senate to decide.