

Hi Joseph,

Instead of all of the back-and-forth, I thought it would be better for me to approach this from a holistic perspective. I really want to thank you for your help with this.

The UC Merced NSAC website is for non-senate lecturers and academics. There are about 300 of us here at UC Merced. I'm leading this initiative, and we are only the second organization like this, so this is really a brand new thing that we are putting together! Here is the way I'd like ours to look:



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## **About**

In 2016, the Office of Campus Climate put out a call for diversity, equity, and inclusion (DEI) [grant applications](#) to help foster a more inclusive and diverse campus climate. At this time, Anne Zanzucchi, Paul Gibbons, and John Haner put together this proposal: [Community and Inclusion for Non-Senate Faculty, a Working Group](#). I encourage you to read this proposal in its entirety to understand the purpose for the creation of NSAC and the hard work that went into us being granted the ability to be able to form the second non-senate council structure in the UC system. The first non-senate governing body functions as a [federation](#) at UC Davis, a campus which encouraged our exploration of a non-senate government structure. From the success of the receipt of the UCM DEI grant, the members of this working group worked hard to educate themselves and others about the benefits and challenges of forming a non-senate governance structure. In the process, we heard from key faculty members from the University of Washington and Boston University who visited our campus to educate us about their innovative multi-level governance structures, and we learned that we could, indeed, benefit from implementing our own multi-level governance structure that goes beyond traditional senate faculty governance. Since then, the working group transitioned into the Equity in Governance Working Group under the Chancellor's Advisory Council on Campus Climate, Culture and Inclusion, led by Ross Avila, a UC Merced lecturer who did phenomenal work and research to implement by-laws and a working budget proposal to get NSAC started. This took place from 2017-2018. In 2018, I became the chair of this working group, and along with Christopher Ramirez and Robin DeLugan, we worked closely with VP Matlock to bring the proposal forward in a manner that would be vetted by Senate faculty and the University administration at large. In the spring of 2019, we presented our budget to the Dean's Council and it was received very well. In short, this is how we evolved into the position of actually now being very proud to announce the existence and creation of NSAC.

A list of benefits for including non-senate academics in UC governance includes:

- **Basic fairness:** Given that non-senate academics teach a great number of our classes and students at UC Merced, it is only fair to allow these faculty members to become full, engaged citizens within the university. This is preferable to the current “two-tiered” system, in which many of our faculty members are actively disenfranchised and given little to no voice in the future development of our school. The campus currently does not feel inclusive or valuing of non-senate academics. Many of these members want to volunteer their time to serve the university but are most often shut out. This creates a sense of marginalization and disrespect among these faculty members. This is not a position/mindset that is conducive to teaching our UC students.
- **Quality of education:** Non-senate academics members instruct a majority of our students at UC Merced. Furthermore, many of our non-senate academics members are engaged in extracurricular scholarship, such as writing, research and student mentorship. Supporting these faculty members means supporting the work they do with students. By allowing non-senate academics members a voice and vote in UC governance issues, these members can help to develop undergraduate programs and a campus culture that best facilitates the learning and enrichment of our students.
- **Increasing inclusiveness:** Collaborating with non-senate academics in UC governance would greatly increase the diversity of views within the UC governance structure. These faculty members represent a broad swath of different backgrounds, talents, skill sets and viewpoints. Furthermore, they spend much of their time in direct and collaborative contact with our undergraduate student population. Because of this, these faculty members can offer special insight and new ideas that can improve the undergraduate student experience at our university.
- **Increased productivity and efficiency:** Inviting non-senate academics to serve as active and voting members of Senate committees would allow for a greater dispersion of Senate duties across more individuals. Many non-senate academics wish to become involved in such duties, such as reviewing undergraduate course proposals, overseeing the development and refinement of general education programs, serving within sub-committees and working groups on special interests, and supporting UC Merced through accreditation procedures (e.g., WASC). This would greatly help to “lighten the load” for senate faculty members who are serving in the Senate; many of which may be wary of taking on these extra duties at the risk of underperforming in other areas that are crucial to their career (e.g., research, department duties).
- **Encouraging professional growth:** Non-senate academics wish to grow in their professional skills and duties, as all faculty members do. They want to serve the community, conduct scholarship, and serve in an administrative capacity at our campus. Currently, most non-senate academics don’t feel they can do this, given that we do not have equitable representation within the UC Merced governance system. This makes many non-senate academics members approach their job as a temporary position, with little incentive to invest themselves further at this campus or grow as academic professionals.

· Encouraging involvement in campus culture: Non-senate academics often feel isolated and not engaged within the UC Merced institution. They come, teach and then leave without any other way to have a greater impact on this campus. Inviting non-senate academics to serve in the UC governance structure would increase their involvement and commitment to this university. This change in mindset would allow non-senate academics to more fully invest their time, energy and passion toward molding the bright minds of our students.

## **Committees**

[Undergraduate Council](#)

[General Education Subcommittee](#)

[UC Merced Police Advisory Board](#)

[UC Merced Office of Diversity People's First Workgroup](#)

[Valuing Black Lives Task Force](#)

## **Grants and Awards**

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## **Contact Us (not Resources)**

Form should be directed to: [nsac@ucmerced.edu](mailto:nsac@ucmerced.edu)