

Motion to create standing Committee on Districting and Representation (CDR), page 1

MOTION
FROM THE AD HOC DISTRICTING COMMITTEE
TO THE ACADEMIC STAFF ASSEMBLY

February 25, 1994

This motion is our response to our commission to review "the districting problems/concerns" and to "develop bylaws for the establishment of a standing committee on districting to present to the Academic Staff Assembly...."
(Academic Staff Document #098)

We move that the Academic Staff Assembly create a standing Committee on Districting and Representation (CDR) by amending the Academic Staff Assembly Bylaws as follows.

MAIN STATUTORY LANGUAGE TO ADD

ARTICLE V - COMMITTEES

(Section 1-8 describes responsibilities and membership of other committees, use of consultants, and committee reports. Add section 9 as follows.)

SECTION 9. The Districting and Representation Committee

A. Charges

1. The Districting and Representation Committee is charged with reviewing election and districting processes and rules to ensure that the academic staff members may exercise their institutional governance rights in the most effective, equitable, and efficient manner.
2. The Districting and Representation Committee is charged with periodic review of each academic staff district. The purpose of this review is to ensure that each district meets the requirements of the Academic Staff Bylaws, as stated in Article IV, Section 2.C; and Article VIII, Section 1.A.

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3. The Districting and Representation Committee is charged to hear appeals from individuals or groups presenting a reasonable basis for assignment to a different district or to a new district.
4. The Districting and Representation Committee is also charged to, when needed, review and recommend action to the Assembly on any of the following issues:
 - (a) substantial changes in the size or general composition of individual districts;
 - (b) substantial changes in the guidelines that address election and districting issues, which include Article II, Section 3; Article IV, Section 2.C; and Article VIII, Section 1.A of the Bylaws; and
 - (c) substantial changes in the election process. These changes include, but are not limited to, changing the date of elections, changing the notification process for candidates, changing the notification process for voters, and changing the content of the ballot. Substantial changes do not include either changing the graphic format of the ballot or adding additional notifications of an upcoming election.
5. The Districting and Representation Committee is further charged to, when needed, review any of the following issues:
 - (a) changes in procedure to improve the equity or efficiency, or both, of the districting process; and
 - (b) changes in procedure to encourage members' participation in elections and academic staff governance activities in general.
6. The Districting and Representation Committee is charged to report to the Assembly before each election, as required in Article IV, Section 2.C.1.

B. Membership

1. The committee shall consist of six members elected by the Assembly. Two members shall be elected each year, each member serving a three-year term. To create these staggered terms, the initial election ballot shall assign two positions to a one-year term, two to a two-year term, and two to a three-year term.
2. Nominations for committee members will be from a slate prepared by the Nominating Committee.
3. No more than two members may be from the same Assembly district, or three members from the same college, school, or division.
4. There is no limit to the number of terms a member may serve.

PROPOSED CHANGES

NEEDED TO KEEP BYLAWS CONGRUENT

The purpose of these changes is to keep by-laws consistent, not to make further substantial changes.

ARTICLE II, Section 3.A [Insert the following language, marked in bold]

3. Districts The ASEC and the Districting and Representation Committee will be responsible for organizing districts as per Article IV, Section 2.C. below.

ARTICLE IV, Section 2 [Revise subsection C.1 to read as follows]

1. The ASEC will organize districts in accordance with criteria approved by the Assembly and make initial assignments of academic staff to each district. Thereafter the Districting and Representation Committee will monitor districts and assignments to ensure that newly hired or transferred academic staff are appropriately assigned to districts. The district composition will be reviewed by the Districting and Representation Committee and reported to the Assembly prior to beginning each election process. This will ensure that the representational needs of the academic staff, according to Assembly approved criteria, continue to be met.

ARTICLE IV, Section 2 [revise subsection C.3 to read as follows]

3. Individuals or groups presenting a reasonable basis for assignment to a different district, or to a new district may appeal to the Districting and Representation Committee for reassignment. The Districting and Representation Committee, while adhering to the basic districting criteria approved by the Assembly, will give every consideration to possible district changes for individuals or groups.
4. Any individual or group may appeal the Districting and Representation Committee's decision to ASEC.
5. [continue with current subsection 4]

ARTICLE VIII, Section 1.A is also relevant, but needs no changes.

Redistricting Options

to Bring ASA District Membership into Compliance with the Assembly Bylaws

Anne Gunther, Mary Ray, Wilton Sanders, Mark Werner
February 25, 1994

Introduction

The Academic Staff Assembly instructed the Ad Hoc Assembly Districting Committee to report to the Assembly on redistricting options to bring district membership into compliance with the Assembly Bylaws. The Bylaws address districting in sections II.3.A, IV.2.C, and VIII.1.A. (See Appendix B1 of the *Handbook*.)

The Problems

1. The Assembly Bylaws call for district sizes to range from 35 to 75 members, but some districts currently have as many as 125 members.
2. Some Representatives think that there are people in their district who really should be in other districts and that there are people in other districts who really should be in their district.
3. Whereas the Bylaws (Article VIII, Section 1.A.) state that "Geographical relationships may also be considered in districting decisions but will be secondary to professional interests and organizational assignments," some Representatives think geographical relationships (same or adjacent buildings) should have higher priority than "professional interests" (position titles) or "organizational assignments" (UDDS code of the appointment) in making district assignments.

The Ad Hoc Assembly Districting Committee has considered these and other problems related to districting, and has reduced them to three general problems:

1. the current set of district assignments contains errors.
2. the process of districting (both assigning new people to districts, and re-assigning people who are in the wrong district) is difficult.
3. the Assembly has not recently formally reviewed the priority order of the districting criteria (geographical vs. UDDS vs. position title).

Conclusions

1. & 2. We agree that the current set of district assignments could be improved, and that the districting process is difficult and cumbersome. In a separate action, we propose to amend the Bylaws to create a standing committee, Districting and Representation, to help improve the districting process and to assume the monitor and review functions that the Bylaws currently assign to ASEC.
3. The Bylaws define a particular prioritization of the factors to consider in making districting assignments, but a different ordering of priorities might be preferred. Since the Bylaws state that criteria for districting will be determined by the Assembly, we conclude that it is desirable for the Assembly to debate this question.

Recommendation

The Ad Hoc Assembly Districting Committee recommends leaving the districting priority factors in their current order (highest = position title, second = UDDS, third = building).

Discussion

To help stimulate discussion, we have listed below the major advantages and disadvantages (1) of the opposite priority ordering and (2) of the current priority ordering. We intend these lists only as a starting point for discussion, both within the Assembly and among the members of our districts. After the Assembly's discussion, at a future Assembly meeting, we intend to introduce a motion either to affirm or to modify the criteria for districting.

Option 1. Redistrict the Assembly, with district assignments based upon building or geographic boundaries first, UDDS second, and title groups third.

Advantages:

1. District meetings are more easily called on short notice and require little travel across campus if all members of the district are in the same building.
2. Face-to-face communication between the Assembly Representative and the Academic Staff members of the district is easier.
3. The Assembly Representative is more likely to be personally known to the members of the district. This may make some members less hesitant to communicate with their Representative.

Disadvantages:

1. Supervisors are in the same district as those they supervise. This may inhibit free exchange of opinions, or exacerbate power inequity situations.
2. Each Assembly Representative has a wide spectrum of interests and viewpoints to represent. Being knowledgeable of the impact upon each of these constituencies of every issue brought before the Assembly is difficult. Conflicts of interest are possible.
3. Members of some minority groups (e. g., scientists, researchers, Category B instructional titles) are located in many buildings, and may be denied a voice in the Assembly if they do not have their own districts.

Option 2. Add districts to the current structure of representation based upon title groups first, UDDS second, and building or geographic boundaries third.

Advantages:

1. The Academic Staff Assembly membership represents the variety of positions filled by Academic Staff. This recognizes the diversity of professional interests within the Academic Staff.
2. It reduces the potential for domination of the Assembly by people who may be more able, because of their job responsibilities, to participate in Assembly activities.
3. It is easier for Academic Staff Representatives to develop a position that accurately reflects the views of their districts.
4. Some Academic Staff representatives may have fewer issues to follow in depth to advocate for their constituents.
5. District meetings promote interactions among people with common interests or activities who normally do not interact.

Disadvantages:

1. Face-to-face district meetings require more advance notice and more travel across campus.
2. The Assembly Representative may not personally know many of the Academic Staff members of the district.
3. The communications within a district are more likely to be written (or e-mail) instead of face-to-face.

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