

**Committee on Non-Tenure-Track Faculty**

Tuesday, February 21, 1-2pm

392 Lory Student Center

Present: Natalie B, Natalie O, Joseph, Leslie, Patty, Matt, Steve, David, Sue, Jenny

Minutes taken by David Greene

1. **MINUTES TO BE APPROVED**
   1. CoNTTF Meeting Minutes – Feb 14, 2017 (p. 2-3)
2. **CHAIR ANNOUNCEMENTS & UPDATES**
   1. Meeting Minutes: Feb 21: Tobin Magle
   2. Recap of Council of Deans and Committee on Teaching and Learning feedback:

Jenny: Concerns regarding

* Compensation . . . .will need NTTF salary study but no current plans for this; equity for NTTF is coming at some point.
* Voting in departments in which non tenure-track faculty outnumber tenure track/tenured faculty
* Dean McCubbin (CHHS) expressed need for one faculty committee for tenure & promotion/evaluation and promotion of all faculty in each department.
* Dean of Engineering – strong feeling that professor of practice appointment held only by PhD-holding faculty, regardless of rank. Jenny: Our proposals are attempting to create a career track for those in professor of practice appointments. If hired into the appointment at instructor level, expectation would be to advance in rank over time. Currently there is not a universal terminal-degree requirement in the hiring of faculty into the professor of practice appointment. It is difficult to discuss advancement in rank when we discussed (at meeting today) that there remain many cases of lack of annual evaluations for faculty off the tenure track.
* Deans expressed concerns about the amount of time that will be required to evaluate so many more people. Jenny clarified annual evaluations should already be occurring according to the current *Manual*. Dan and Rick supported her statement. Sue mentioned there is a need to account for the labor involved in external reviews for evaluations of probationary professor of practice faculty moving off probation.

c) Exec. Committee meetings in CLA – there were concerns about the lack of opportunity for professor of practice to advance as well as due process for faculty in this appointment type. Also concerns about salary compression. Natalie B. reported confusion among NTTF regarding whether STA will continue alongside PoP and when to apply for PoP?? In English 25 STAs all under 3-year contract. Sixty percent is tough; 80% makes them very nervous because increases in enrollment may not continue. (Last minute admissions were an additional 700-800 admissions – at last minute). Jenny mentioned if we can start at 80% average across University, this allows some lower and some higher from dept to dept. Again 80-10-10 is aspirational; $7000 per course is if not getting salary, not getting benefits (e.g., adjunct is 49% FTE).

d) Joseph: Should CoNTTF request Institutional Research to generate a report on compensation and NTTF? - in an effort to get process started in light of so many questions posed by deans about compensation. Also need information about the number of faculty positions erroneously configured as non-student hourly in HR. Natalie B. - Also who are the 7% “other” category. As we encounter people on non-student hourly who are teaching, forward to Jenny who will forward to Dan. Sue: Has not been uncommon for people to be hired appropriately as admin pro who began teaching, but then the teaching increased and admin pro appointment no longer appropriate. When attention brought to this, the individual might be let go from the position instead of appointment type corrected.

e) Jenny – end of year report will mention our intention to review this entire process.

f) Natalie B. – Do we want NTTF to show up at the Faculty Council meeting Discussion in March. Jenny – yes attend as interested, but not as a show of force that may be perceived as a disruption in the “balance of power.”

**4) Adjourned 2:03 pm (same day)**