

**Committee on Non-Tenure-Track Faculty
Meeting minutes**
Tuesday, October 3rd, 2017 2:00 – 3:30pm
392 Lory Student Center

Attendees: Jenny Morse, College of Business, CoNTTF chair; Dan Baker, College of Engineering; Steve Benoit, College of Natural Sciences; Natalie Barnes, College of Liberal Arts; Matt Camper, College of Agriculture; Patty Stutz-Tanenbaum, College of Health & Human Sciences; Natalie Ooi, CoNTTF vice-chair, Warner College of Natural Resources

Absent: Joseph DiVerdi, At-Large; Leslie Stone-Roy, CVMBS; Patty Stutz-Tanenbaum, College of Health & Human Sciences; Tobin Magle, Libraries.

Minutes: Natalie Ooi

Call to order – Jenny Morse called the meeting to order at 2:02 PM.

MINUTES APPROVED –

CHAIR ANNOUNCEMENTS/UPDATES

1. Jenny provided an update on HR response in each department regarding updating NTT faculty information. No response yet from College of Ag HR representative, and non-committal response from HR in Liberal Arts. Natalie B to follow up further with HR in Liberal Arts to try and get a better response. All other departments in the process of updating, or have updated.
2. Campus Equity Week – CoNTTF has been asked to participate in a round table/panel discussion – Tuesday October 31st, Morgan Library events hall 12pm – 1pm. We will not have a CoNTTF meeting that day in lieu of this event. Jenny will be on the panel and the remaining CoNTTF members will be in the audience.
3. Jenny provided updates on Mathematics and Chemistry department meetings to present the CoNTTF perspective in response to CoFG emails to department heads. Both of these departments had invited Don Estep and associates, as well as Jenny. Department of History refused the invitation by Jenny, but have allowed Don Estep to attend their meeting. Mathematics appeared supportive, Chemistry were somewhat supportive – they were largely frustrated that there is a breakdown of conversation between CoFG and CoNTTF.

Concerns were expressed regarding Don Estep’s conversations with department heads and department meetings, as it appears that he is presenting CoNTTF in a negative light and as a body who are not following appropriate procedure. In response, Jenny has sent an email to all deans and department heads clarifying exactly what CoNTTF has done, in response to Don’s initial email calling for the Phase 2 of his investigation.

Jenny and Sue Doe have reached out to Tim Gallagher, Chair of Faculty Council, if he is willing to correct some of the misinformation that has been spread around but he is wanting to remain neutral on this matter.

1. Changes to Section K (grievance) are coming up for vote at Faculty Council today. These don’t affect us directly but Richard Eykolt and Marie Legare communicated with Jenny regarding whether contracts or open-ended appointments provide NTTF more protection. Contracts are more secure throughout the contract duration, but there is no way to force someone to renew the contract. Those on contracts have access to grievance. Open-ended appointments require termination, but do not provide access to grievance. All NTTF are currently required to be either on a contract or an open-ended appointment. Yet, there are a number of NTTF right now are on neither, rather, they are on 1 year appointments (at will)
2. Jenny met with Marie Legare, CoRSAF chair, who has come up with her proposed revisions for E.2. She is proposing the category of ‘Continuing Track Faculty’, ‘Temporary’, and they have no suggestion yet for the third category (Adjunct). Proposed ranks are the same (Instructor, Assistant, Associate, Full). Idea is that for those on Continuing Track Faculty appointments would be up for promotion after 5 years, you would go up for review towards the next step. All appointments would get annual evaluations. 3 year contracts would be seen as ‘renewing’/rolling. Marie will be having a meeting with legal to clarify what is possible with different appointment types regarding contracts/open ended positions. Marie is proposing an open-ended contract to legal.

ACTION ITEMS / DISCUSSION

1. Proposal to put together a one page pdf graphic on all the relevant NTTF statistics so that we can share with all faculty. Relevant information could include:
* Number of NTTF that have terminal degrees
* Number of credit hours taught by NTTF
* Average years of service/employment of NTTF
* Average salary of NTTF
* Determining how many NTTF would be eligible for ‘continuing track’
* Amount of NTTF per college
1. Other information we need:
* How many NTTF are on contracts, open-ended appointments, other
* How many NTTF are on temporary appointments but have been here longer than one year
* How many NTTF are not included on the salary exercise?
* How many NTTF are not evaluated?