



Committee on Non-Tenure-Track Faculty

Meeting Agenda

Tuesday, April 21, 1:30-3:00pm

Zoom

1) MINUTES TO BE APPROVED

- a) CoNTTF Meeting Minutes –April 7, 2020 (p. 3-5)
 - i) Motion to approve: Joseph Diverdi Second: Suellen Melzer

2) CHAIR ANNOUNCEMENTS & UPDATES

- a) Meeting Minutes: Christine April 21: Leslie
- b) Message from CoFG on C motion: thanked CoNTTF for rationale update. Waiting for more substantial updates
- c) President McConnell’s message on employment: AAUP is concerned there is no group of employees that can be considered permanent, full-time. AAUP is crafting a statement to Pres. McConnell for a better statement that uses the language we use for staff, APs, and NTTF. There is an expectation that CoNTTF will create a statement on this as well.

3) ACTION ITEMS / DISCUSSION

- a) Statement on Equity and Covid-19
 - i) Sue Doe question: there is a message out that adjuncts that were moving to continuous appointments need to be terminated. What is the difference: continuous allows participation in faculty governance and starts the clock on additional benefits (contracts). Sue Doe is trying to argue that adjuncts here for a year should be moved to continuous—so this should be included in a CoNTTF statement
 - ii) Statement considerations: is it better to ask for a lot knowing we won’t get everything, and at least articulate our priorities?
 - iii) Promotion clock: Suellen: should we ask for more time like TT is getting? Consensus: piece about confirming promotions is more important, because we are not on an up-and-out clock.
 - iv) People are still waiting for confirmation of NTTF promotions—Provost has not acted to confirm, Alex Bernasek of the NTTF Task Force has sent message asking for update, but has not happened yet. Consensus: this should be one of the top priorities in that statement
 - v) J: “Budget should not be balanced on the back of the NTTF” should be a statement of priorities
 - vi) Leslie: should we remove bullet on converting NTTF to TT lines? It distracts from the overall message. Discussion supportive of this
 - vii) Bonus pay point: Jenny thinks it is most controversial, but wants to find ways to compensate people for work that they didn’t plan on—especially since work is paid by course. Denise: if there is a way to include this idea in the bullet point, it will be valuable. Decided to delete.
 - viii) Ashley: remove some language from 2nd and third paragraph to get to bullet points more quickly.
 - ix) Important to include language about not contesting unemployment claims. Add this to bullet about providing resources to help faculty.

- x) Upholding and extending contracts: Sean: this could fit as a sub-bullet under mechanisms to retain faculty
- xi) Next step: Jenny will send out new draft. Committee will check for final changes, and Jenny can send the statement out tomorrow to the President's and Provost's office, with Tim Gallagher cc'd.
- xii)
- b) Dan on IR data:
 - i) First set of tables: take home pay comparisons between NTTF and TT by college. Figure is expected take home pay for Fall 2019 and Spring 2020
 - ii) Distribution by appointment types: there are issues with the database (Temp. Continuing, Temp. Contract appointment types); it is unclear what this means. Dan will send out the data for each committee member's college for members to check on their faculty's classifications
 - iii) Student credit hours taught by appointment category and college: includes online and RI. For Fall 2018 academic year.
 - iv) Jenny: publicize this data with a report that contextualizes the data and summarizes it. Then write article for the Collegian. Dan: also share it with our NTTF across the colleges. Include it in the annual Faculty Council report, so it will be in the FC meeting minutes.
 - v) Dan would also like help in visual presentation of data. Sean volunteered to help.
 - vi) Anonymizing some of the data: for take-home pay by gender chart, some categories (i.e., Graduate School), there are only one or two people in each category. Jenny suggests combining the smaller categories, so there is more of a focus on the Colleges and it removes some of the issue with identifiable people.
 - vii) Dan: we could also create some summary data with average salaries, min/max, differences between NTTF and TTF. This would be easier to compare year-over-year
 - viii) Joseph: getting data on the website is not as important as using the data as proof statements to support our arguments. On the website: could create a picture gallery of the data—get it online without being in a PDF file.
- c) Christine on website: still waiting for Web Communications to make changes. Jenny will also help with pushing them along.
- d) Other:
 - i) Joseph was proposing a new course, and the Registrar's system has a pull-down menu with "Staff, Non-tenure track faculty, and tenure track faculty"
 - ii) Jenny is advisor for a student, but needs special permissions. Suggested updating graduate manual so that senior and master instructors can serve as advisors without going through extra steps

4) Adjourned at 2:53