



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

Tuesday, August 25th, 1:30-3:00pm
Zoom

Attendees:

Jenny Morse, Leann Kaiser, Sean Bryan, Joseph DiVerdi, Christine Pawliuk, Denise Apodaca, Penar Omur-Ozbek, Natalie Ooi, Steve Benoit

Chair Announcements and updates

- a) Meeting minutes: Denise Apodaca
- b) Introductions- welcome Pinar, college of engineering
- c) We have new leadership, Sue Doe Chair of Faculty Council, was a previous NTTF, one of the original members of CoNTTF. It presents an opportunity to have someone in leadership to care about things that we care about. It will be important for us to voice support for her. Along with that, Sue James was elected Vice Chair, also an advocate for NTTF was then promoted to Vice Provost. Dan Bush will be exiting that position. Sue James will be an advocate.
Vice Provost Mary Pederson-
President Joyce McConnell- Jenny has made the connection and has spoken to Joyce several times this summer.
- d) Vice Chair position is now open for Faculty Council- NTTF are not allowed to serve as Vice Chair, but officially we represent as ex-officio, the argument in the manual says that you have to be an elected member of faculty council and not an ex-officio member. What we need to do is somehow make NTTF members of Faculty Council. We proposed that NTTF can be elected members and counted in the portion system. We sent that in last fall and had a difficult discussion with Faculty Governance. Nothing has happened since then.
- e) Joseph notes that understanding this section of the faculty manual, the Vice Chair must be pre-tenured or tenured/ ex-officio is another part of the faculty manual. The part that needs to be changed is that it must include continuing contracts. Joseph will ask Richard in physics about the faculty manual.

Action Items / Discussion

- a) Jenny-Is there anything that we should say at this moment about the Vice Chair: what do we think might be some ways to bring this up? Joseph and Jenny have considered making a statement, that they would have thought about running, but aren't allowed to. Have a discussion, to serve in these roles, that they are still under consideration and discussion. We will get an idea out there and no outcome. The outcome of negative risk puts us where we are. It would be a teaching moment for many to find out that NTTF are not eligible to serve in this capacity.
- b) A positive- the opportunity to have this discussion. If we could ask in the moment, who on faculty council is willing to have this discussion.

- b) Self-nomination is best- Joseph and Jenny can ask clarifying questions.
- c) Jenny on Summer Recap- ten people were dropped below 50% and then increased, contract renewals for those that had expired in 2020. We were able to get those back for two- year contract renewals. –
- d) Only three cases that did not resolve in a positive way
 - Problems: There was an NTTF that was cut because of course surveys, which is not allowed. And then this same individual was not renewed for research but had won a grant for research. Come to find out that the real reason was a connected hire, we were not able to get his job back.
 - Foreign languages also had teachers drop below 50%
 - In CLA, there are enough classes to increase their percentage.
 - Jenny: From the top of CLA, the plan is to keep people in Adjunct status- Dean set a 3 year plan (for example, 100% in the fall, spring and then 50% in the fall, etc. off and on with health insurance) The Deans office had distributed this to the Chairs. They ended up hiring people who were less qualified to teach these classes.
 - These problems are ongoing, allies in CLA, thinks that it's a problem with the manual and not with what they're doing.
 - The advantage to hiring adjuncts is that they can be hired with no paperwork at all. HR could be treating the continuing appointment like the AP appointments?
 - Questions around service being added to contracts, 10% service and teach, but have 10% more work.
 - Alex Bernasek is going to try and keep the taskforce going-
 - Our plans for the annual report- Faculty Governance- keep pushing on this, more leverage to get a discussion on the Oct. agenda.
- e) Administrator Award- Jenny sent the award proposal to Tim Gallagher back in Dec. 2019, didn't have a chance to talk about it. Jenny will resend it to Sue Doe to reset for the new leadership
- f) NTTF Reception- Jenny has talked about it with Sue Doe- We don't know if Joyce McConnell is aware of it.
- g) Grievance- Jenny will write it up
- h) University Committees- if you have a friend or know of someone on a university committee, try and have a conversation with them.
- i) Voting rights- we need to make sure all of the department codes are doing what they need to do
 - a. It is our hope that NTTF are being included in the decision making, but the reality is that we're not.
- j) Audit: Sue Doe's idea of helping us get on the committee that was looking at women's salary- to see if NTTF will be on their agenda
- k) Sue James- has expressed an interest of unionization for NTTF to have power
- l) Leann- we need to prepare for future contracts that will probably end. Last year, NTTF weren't notified, that was our leverage. This coming year, they may have notification. The manual says that you can request a renewal of their contract and receive a letter from their chair as to why it's being turned down.
 - a. Legal states that everyone has to be notified a year in advanced from the date that their contract may be allowed to expire.

- b. Natalie: everyone that was on contract was moved to continuing within her college
- c. Jenny: meeting with Tim, Sue Doe, Sue James, Richard, Joyce McConnell, the spirit of the changes is to move everyone on contract. President agreed, the BOG disagreed and said it was up to the departments. If your contract is not renewed, it's an opportunity to have a discussion with your chair.

Meeting ended 2:55 pm