

## Minutes for NTT Issues Committee

Nov. 19, 2013, McClung Tower 402

Members present: Mark Collins, Sally Harris, Crystal McAlvin, Angela McClure (by phone)—quorum established

Meeting opened: 3:45 pm

1. Minutes from 10/02/13 were approved
2. Email lists and communication
  - The payroll office was able to provide a list of all NTT faculty (teaching, research, clinical, and “other”), so there’s now a list for communication
  - Sally Harris will draft an email to all NTTF introducing the NTTI Committee and will send it to others for editing/proofing before sending it to all NTTF.
  - The committee can use this to inform NTTF of resources: teaching support, tech support, research support.
3. Salary comparison
  - OIRA is going to provide a list of full-time, UT non-tenure line faculty salaries by department and title; accessing it through the Commercial Appeal website proved too time consuming and difficult to filter without having a clear idea of the different NTTF titles. Sally Harris sent out University of Florida salaries Excel sheet downloaded from a Florida website ([http://www.floridahasarighttoknow.com/search\\_state\\_payroll.html](http://www.floridahasarighttoknow.com/search_state_payroll.html)). Mark Collins will look at the site for University of Georgia salaries to see if those are easily downloadable. All of the committee will work on finding sites for South Carolina salaries. With these, the committee will be able to get a sense of the pay rates for UT’s NTTF compared to other public target schools in the SEC.
  - Sally Harris learned that Auburn has a NTTF committee on its faculty senate and plans to contact the chair of that committee to ask about issues it addresses and NTTF benefits there.
4. Faculty handbook and best practices for NTTF policies
  - Sally Harris noted that one of the tasks that the NTTF Advisory Group had set out to accomplish was a manual that would serve as a guideline (similar to a “best practices”) for NTTF policies. As changes to the Faculty Handbook were implemented, though, the group discussed integrating the NTTF section with the rest of the handbook and differentiating the titles when necessary. This is a topic the committee will take up again in the new year.
5. Professional development funding
  - Diane Fox of the Benefits and Professional Development Committee contacted Sally Harris to ask if the NTTI Committee planned to address NTTF funding through the research department since only two or three of the SARIF programs were open to NTTF. After looking at them, the committee decided that we should look at whether making the Opportunities Fund available to all NTTF and the Summer Graduate Research Assistantship Fund available to those NTTF who conduct research as well as Tenured and Tenure-line Faculty. At this

time, some of the other funds did not seem to apply to the NTTF they didn't include. However, this could be open for further discussion. The committee did not discuss funding opportunities under "Additional UT Funding Opportunities" or "Open Publishing Support Fund" also available through the Office of Research and Engagement but might want to look into those at a later date.

- Crystal McAlvin thought we might consider what other target universities offer for professional development to NTTF. Benefits comparison with peer and target institutions is something the committee can look into after the salary comparison.

6. NTT Family Leave

- Based on discussion in the Nov. 18 Faculty Senate Meeting, the NTTI Committee decided to address the issue of family leave for NTTF. Currently, there is one paragraph relating to NTTF on 9-month appointments and one paragraph relating to NTTF on 12-month appointments. Those on 12-month appointments are governed by HR policies. Angela McClure noted that it gives units the ability to make decisions about what they are capable of doing. Sally Harris stated that some units cannot financially afford to replace a NTTF for a semester, so the flexibility for units can be helpful. Mark Collins noted that although this pattern can work for those in some departments, it can lead to a dismissive attitude toward NTTF and that it places a financial burden on those who can least afford it—the NTTF.
- All agreed that the NTTI committee could communicate with the Benefits and Development Committee to ask if they plan to address this policy for TT and whether we could work with them on looking into the NTT aspects of this policy as well.

Meeting adjourned: 4:40 pm