

## ***Non-Tenure Track Issues Committee End of Year Report***

**Co-chairs:** Allie J. Brown and Denita Hadziabdic Guerry

**Members:** Mark Collins, Heather Gibbons Hartman, Jeanie Lim, Crystal Bickley McAlvin, Suzanne Marie (Suzy) Prentiss, Jennifer E Stokes, Pedro Tomas

Mark Collins stepped down as chair of the Non-Tenure Track Issues Committee (NTTIC) and Allie Brown and Denita Hadziabdic Guerry assumed the role of co-chairing for the remainder of the 2015-2016 academic year. A first draft of revisions for the current Faculty Handbook with regard to updating language specific to non-tenure track has been completed. This draft will be reviewed and edited for presentation to the Faculty Welfare Committee during fall 2016. Attempts to establish an equivalency structure for non-tenure track faculty relative to tenure-track faculty continue to present challenges. There are the wide variations of faculty titles used across campus units due to genuine efforts to describe role functions as accurately as possible within a specific unit.

Further discussion took place in NTTIC meetings concerning the medical leave issue. Allie Brown also attended a Faculty Benefits Committee meeting to discuss medical leave and professional development issues. At this time, based on discussions that took place between and among these two committees, the NTTIC has no recommendation to bring forward related to medical leave or professional development. Discussions revealed that there are many variations on how medical leave and professional development issues are implemented throughout the various units on campus. Discussions further revealed there are no differences in how policy is stated for 9 month tenured, tenure-track and non-tenure track faculty with regard to medical leave. None of these groups accrue medical leave benefits. Our discussions revealed that there are differences between 9 month and 12 month employees with regard to accrual of medical leave.

During the course of the year, we began successfully using ZOOM for our regular meetings, leading to a higher availability of member involvement. We will continue with zoom meetings through the 2016-2017 academic year.