

Minutes of NTT Faculty Issues committee meeting February 12, 2018

Present: Laurie Knox, Crystal McAlvin, Stephen Marz, Chris Craig, Kristina Gehrman, Jennifer Tourville

1. We postponed approval of January's minutes so we could all read them. Note that Stephen is the God of minute-taking.
2. Updates on various things from Laurie and Crystal:
 - a. Committee members attended department heads training session sponsored by provost office and not one word was said about NTT faculty.

Book by Jeffrey Buller

There was lots of helpful discussion. For example difference between formative vs summative evals, need for clear distinction between them, purposes of both.

Takeaway: there was no mention of NTT. Person in Laurie's Department for example who is in charge of NTT faculty was not present.

- b. Laurie and Crystal met with Denita Hadziabdic-Guerry and her input was helpful (previous chair of this committee). She clarified research roles and the necessity of external funding; she's willing to meet with them/us again if necessary.
3. Discussion of response to proposal from Senate meeting. Esp. comment from Lou Gross at main Senate meeting about need to clarify that research faculty's responsibility about whether they're responsible for external funding, and Provost Zomchick's resistance in light of concern about how Provost is supposed to know the details in advance to generate the initial appointment letter.
 - a. Laurie and Crystal reiterated that this is a workflow issue.
 - b. Beauvais seems to support the idea that the letter come from another source, create some kind of workaround.
 - c. What is the main source of resistance from the provost? The workload issue, this would make a fundamental change to a legally binding document and that makes administrators crazy. The loss of flexibility in midstream, etc. Legal nerves.
4. Moving on deliberately now to new business... Crystal pointed out it's been 10 years since any revisions have been made. So much has changed! Inspired Laurie to look at Brooke's bylaws audit report.
 - a. Discussion of Laurie's draft, "**4.1.1 Documentation of Non-Tenure Track Faculty's Expected Contribution and Responsibilities (PROPOSED 2-12-18)**"
 - i. The point is to establish a clear policy for hiring units that acknowledges and works with the fact that NTT faculty are playing a variety of roles and that *flexibility* in roles assumed is an important part of their function in a given unit and in the University.
 - ii. It's important that this be for/to both the individual faculty members and the departments...
 - iii. Chris points out that he just wants a clear set of policies and guidelines that people can follow and be held accountable to!
 - iv. Committee proceeds to edit the document together... Crystal notes proposed and agreed-upon changes on her hard copy of the document.

- v. Humorous interlude concerning the hairstyles of public personages not present in the room
 - vi. It was duly noted and unanimous agreed-to that Laurie Knox is a goddess and that at least one committee member has an altar dedicated to her awesomeness in his basement. Why it is in the basement was not immediately clarified.
 - vii. It was noted that all the numbering will have to shift. We discussed placement of the proposed new section.
 - viii. Crystal and Stephen performed acrobatics and tech support CPR to get Chapter Four projected onto the screen.
 - ix. Chris proposes putting first paragraph of Laurie's new section in 4.0 so that no new numbering is required. Then remaining text comes where? It was proposed and decided that it will go at the start of section 4.3. Splice was performed.
 - x. Laurie moves to vote in favor of the changes we have made to assuage concerns that were voiced by the interim Provost and others at the most recent meeting of the full Senate (Feb 5th 2018). Kristina seconds the motion. Changes were anonymously approved after shenanigans.
- b. Discussion of further two further proposed changes to Chapter 4. After discussion it was proposed and agreed to that we amend 4.1 as follows: To ensure that NTTF enjoy the same academic freedom as T and TT faculty, NTTF should have the opportunity to participate in responsibilities, in accordance with departmental and college bylaws. And it was proposed and agreed to accepted proposed change to 4.1.1 Moved by Jennifer, seconded and unanimously approved.
 - c. Proposed changes will be run by Michelle Kwon next and Crystal and Laurie will bring it to Matthew Theriot to get some support/feedback.
5. Discussion of grievance/problem experienced by research prof who raised his concern with Stephen. Faculty member met with ombuds, who advised him. His particular concerns are not going to be addressed by us, but his case raises important general issues that are in our ambit:
- a. We need to communicate with HR about information given to NTT faculty about retirement benefits (temporary faculty aren't really made aware of the significance of the 5 year vestment in the pension plan)
 - b. In general, the concern is that NTT faculty aren't made fully aware of the significance of the benefit options that they have. What kinds of e.g. grievance and appeal processes are available? Etc. what is the process for a NTTF member to be terminated? Right now there's no process; it doesn't even have to be in writing. Clearer information at the point of hiring is needed.
 - c. Laurie suggests that Stephen take what he learns from the particular case and put together a list of general concerns and needs that need to be addressed for the benefit of NTTF who may find themselves in similar positions in the future. Largely going to be a matter of needing clear access to information. Chris describes it as a precis of one page, Stephen says he could do it in a paragraph. "Go straight military with it, Stephen!" translation: bullet point list of general issues/concerns raised.
6. Motion to adjourn, seconded, approved!