

Governance and Personnel Policy Committee of Faculty Senate
Tuesday, April 10, 2018
Faculty Collaborative Conference Room, D.H. Hill

Attendees: Ron Sederhoff, Kerry Havner, Alton Banks, Paul Huffman, Donna Carver, Karen Bullock, Doug Pearse, Deniz Eseryel, Phil Sannes

Guests: Roy Baroff, Faculty and Staff Ombuds Office

Discussion: Non-tenure Track (NTT) and part-time (PT) Faculty: Issues and Concerns

- One of the fundamental differences when comparing tenure track and NTT/PT faculty is research and relates to attracting more funding to the University. However, it was noted that the number of students per class also is a dept/college source of funding and should not be overlooked. Evaluation/measure of NTT/PT contributions is otherwise often vague, other than that specifically defined in contracts. The latter cannot exceed 5 years and lacks sufficient guarantees or reasonable renewal timing to offset the inherent uncertainties of the position. This adds to the lack of respect and even inferiority that often comes with the title, and has engendered what has become a two-tier system that negatively affects faculty culture.
- Addressing this issue is complex. Department/college needs to meet teaching requirements have helped develop what is now a structural barrier separating two faculties. The focus of and standards for each are different. This difference sometimes extends to who has a voice or vote in department/college decision making, which includes succession planning and unit goals/responsibilities. NTT/PT faculty can be left with little recourse but accept the expectations placed on them, with little opportunity for negotiation.
- The uncertainty associated with one year contracts was discussed and its impact on careers and departmental life. Is it possible to develop an appropriate reward system for the contributions made by NTT/PT faculty? It may be that specific metrics for NTT promotion, which are currently unnecessarily vague, need to be improved. Teaching is clearly at the core of all faculty responsibility, and NTT/PT efforts can enable TT faculty to do more research than they otherwise would be able to do. The culture should be one of reciprocity and should be promoted by both administration and faculty. Perhaps there could be recognition/rewards more specific for NTT/PT contributions.
- Equal pay for equal work was discussed in the context of salary negotiation and inequality. The disparities and diversity embedded in this issue are great and complex. However, clearly addressing them is the right thing to do.
- In summary, several important recommendations, although not formally voted upon, are worthy of future consideration: 1) more specific metrics for NTT promotion, 2) more opportunities for NTT professional development, and 3) increased recognition of NTT contributions with tangible rewards/awards.