

**Governance and Personnel Policy Committee of Faculty Senate**  
**Tuesday, September 4, 2018**  
**Faculty Collaborative Conference Room, D.H. Hill**

Attendees: Paul Huffman, Barbara Kirby, P.K. Lim, Jane Lubischer, Darby Orcutt, Steven Vincent, Paul Williams, Phil Sannes

Discussion: Non-tenure Track (NTT) and part-time (PT) faculty at NCSU

- According to the most recent Coache Survey, compensation was the most important issue raised by NTT faculty. Notably NTT faculty teach as much as one-half of the courses offered by some departments, while compensation for this level of contribution remains low. This varies widely across our campus. Benefits also remains a serious issue as well, as do recognition / rewards for jobs performed well.
- Budgetary concerns were part of a lengthy discussion. The question arose whether tenure track budgets have sufficiently increased to keep pace with increasing student numbers over the last few decades. There was concern that the budgetary climate is driven by student tuition and fees rather than support from the state. This may not be sustainable. Merit raises / rewards go to faculty who have excelled in attracting research grants and publishing rather than those who have been successful in the classroom. Pointedly, teaching award recipients are not generally among the most highly compensated faculty.
- Importantly, titles given to NTTs at NCSU seem to vary widely as well. There were questions about how many “categories” there actually are here. HR applies established rules tied to titles in hiring and retention practices, and flexibility is a problem in some cases. The administrative bureaucracy that has grown around these issues over the years is remarkable.
- Where is this leading us? Will outside political and cultural forces, including rich donors, drive budgets further away from more traditional faculty responsibilities? Will NTT faculty lines become a preferred strategic solution to managing higher education in general? What does this say about the value of a traditional college education – as well as the fundamental values of the University? What will future strategic plans contain? Let us hope someone is listening.
- Dr. Katharine Stewart will be our guest our September 18 meeting at 3 PM.