

Faculty Senate Committee on Governance and Personnel Policy
November 27, 2018
3:00 p.m.

Report on proposed guidelines for improving the status and well-being of non-tenure track faculty at NC State.

After multiple Committee discussions, input from representatives from Faculty Affairs, the Graduate School, the College of Education and University College, it was decided to report to full Senate and seek feedback in order to finalize specific proposals for the consideration of the Provost. The report is separated into three realms: **Titles, Rights and Benefits**, and **Strategies**.

Titles

- 1) It is proposed that all faculty ranks be categorized within two major tracks:
 - a) Tenure Track (unchanged with established designations)
 - b) Professional Track (previously called “non-tenure” track and part-time)

The professional track will retain existing modifiers (e.g. Clinical, Extension, Teaching, etc.). These changes would minimally alter existing university regulations/policies, but more importantly, elevate the recognition and appreciation for the important contributions made by non-tenured and part-time faculty.

Notably, these title designations would apply to all departments and colleges.

Rights and Benefits

- 1) It is proposed that voting rights be extended to Professional Track faculty for reappointment and promotion decisions within their track for the appropriate ranks, as is currently done by Tenure Track faculty as members of the DVF for RPT decisions. These voting rights would also apply to department decisions involving curriculum policy, faculty recruitment, and graduate or professional education.
- 2) It is proposed that departments appraise of all of their faculty (both Tenure and Professional Track faculty) of rules, opportunities, and eligibility relevant to promotion, career development, and incentives.
- 3) It is proposed that in hiring practices, a minimum of 0.75 FTE (benefits eligible) be encouraged when possible and appropriate. It is encouraged that regular, periodic equity studies be performed for professional ranks based upon discipline standards.

- 4) It is proposed that a minimum level of compensation be established (for both part-time and full-time faculty), based upon a metric of the FTE. It is proposed that the minimum for a full time, 9 month appointment have a salary of no less than \$48,000. It is encouraged that pay ranges on a discipline specific basis be established for the Professional Track.

Strategies

- 1) It is proposed that the use of part-time lecturers as a permanent strategy to meet educational goals be discouraged.
- 2) It is proposed that departments be encouraged to complete contract renewals at least 3 months prior to end date of an existing (current) contract, with a best practice of 12 months being preferred.
- 3) It is proposed that Tenure and Professional Track faculty be included in strategic initiatives regarding faculty as appropriate and necessary to achieve strategic goals.
- 4) It is proposed that all Tenure and Professional Track faculty at all ranks be eligible for all relevant departmental, college and university faculty awards.