

Governance and Personnel Policy Committee of Faculty Senate
Tuesday, October 16, 2018
Faculty Collaborative Conference Room, D.H. Hill

Attendees: P.K. Lim, Jane Lubischer, Donna Carver, Steven Vincent, Marina Bykova, Paul Williams, Jennifer Kuzma, Darby Orcutt, Phil Sannes

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

- After discussing issues relating to the status and well-being of NTT and PT faculty for over a year, it was decided it was time to report back to full Senate, and to offer specific proposals for the consideration of the Provost as follows:
- It is proposed that all faculty ranks be categorized within two major tracks: 1) a Professorial Track for all tenure track faculty, and 2) a Professional Track for all non-tenure and part-time track faculty. This removes the vagaries and devaluation of defining colleagues as “something they are not”.

The professional track would retain existing modifiers (e.g. Clinical, Extension, Teaching, etc.), and could be expanded to include categories previously excluded from the non-tenure track grouping such as librarians and others. Notably, these changes would minimally alter existing university regulation/policy narratives, but more importantly, elevate the recognition and appreciation for the important contributions made to the University’s mission by non-tenured and part-time colleagues. It is hoped this could also represent an improvement in climate and collegiality across our campuses.

- It is proposed that voting rights be granted to Professional Track faculty for reappointment and promotion decisions within their track for the appropriate ranks, as is currently done by Professorial Track faculty as members of the DVF for RPT decisions. For example, Teaching Faculty in the Professional Track of equal rank or higher would be included with the DVF in voting on Teaching Faculty of the Professional Track, and so on.
- It is proposed that departments be directed to include all faculty of the rank of professor (both tenure track and those not on the tenure track) in their posted rules regarding promotion. It is also proposed that incentives for promotion in the Professional Track could be enhanced by links to length of contracts as appropriate.
- It is proposed that in future hiring practices, a minimum of 0.75 FTE (benefits eligible) be encouraged when possible and appropriate.
- It is proposed that the use of part-time lecturers as a permanent strategy to meet educational goals be discouraged.

- It is proposed that departments be encouraged to complete contract renewals at least 3 months prior to end date of an existing (current) contract.
- It proposed that the University establish a minimum level of compensation for lecturers and teaching faculty be based upon a metric of the FTE. **An absolute floor for a 9 month appointment should be no less than \$48,000.**
- It is proposed that Professorial Track faculty of the rank of professor be included in all strategic planning at departmental and university levels.
- It is proposed that **all** Professorial (**tenure**) and Professional (**non-tenure**) Track faculty at all ranks be eligible for all college and university faculty **teaching** awards.