

March 29, 2022

Faculty Senate PP Committee

Present: Herle McGowan, Jennifer Kuzma, Leda Lunardi, Sarah Carrier, Walter Robinson, Tom Koch

Convened at 3 p.m.

The main issues for the agenda were 1) a new IOC presented to the PPC by Chair Berry-James regarding process for changing appointments from lecturer to teaching assistant professor and 2) advancing the plans for a DEIB Senate Special Select Committee.

Advancing the plans for a DEIB Senate Special Select Committee

We discussed the possible composition of the committee, including the process of appointing the committee 1st and then having them select their chair.

We also discussed whether there might be a website and communications about forming the DEIB committee, as well as calling for nominations. The PPC will discuss this with Chair Berry-James.

Process for changing appointments from lecturer to teaching assistant

We reviewed the IOC that was sent to us via email and then the relevant regulation. <https://policies.ncsu.edu/regulation/reg-05-20-34/>

We reviewed the language from the regulation in sections 5.1, 11.1, etc. and noted that 11.1 states *Consideration for promotion is initiated by the Department Head for Lecturers with at least five (5) years college-level teaching experience who meet additional criteria as established by the DVF (defined in section 9.1.2).* The committee was unclear on process however: Does this mean that the Dept Head should routinely initiate this or only if the department sees a need for a teaching asst professor? Should everyone with a PhD or other terminal degree who has been a lecturer for 5 years be considered by the DVF on their merits for teaching asst. professor regardless of department chair discretion, budgets or needs? The following “may be made” in 11.1.4 might need clarification, as the person raising the IOC read it to mean that in their case, it should have occurred without her having to insist on it for months. *11.1.4 If a Lecturer or Senior Lecturer attains the qualifications for Assistant Professor rank as set forth in Section 5, a title change to Assistant Professor with one of the modifiers listed in Section 4.1 may be made if supported by a positive DVF vote, a justification from the Department Head, and approval of the Dean. These faculty are eligible for promotions as described in Section 10. This applies only when the individual’s qualifications have changed and the job duties remain the same.*

A couple of directions for the PPC were discussed:

- 1) Working with Sr. VP Stewart’s office to revise the regulations to make them more clear about whether a promotion to Teaching Asst. Professor after 5 years of Lecturer and PhD/terminal degree should be an automatic DVF promotion process or not?
- 2) Compare what various colleges have been doing in this regard (demographically—gender & race, relative salary, terminal degrees, years in Lecturer position, etc.)—and get college-level data on this. Are people being appointed year after year as Lecturers to save resources? Also compare the written processes in each college (see COS E.g. here is process from COS <https://policies.ncsu.edu/rule/rul-05-67-706/>)
- 3) No action by the Senate, as the personal situation raised in the IOC has been resolved.

The PPC decided that it would like to see length of time in Lecturer/Sr. Lecturer positions in various colleges, % that get transitioned after certain # of years to teaching assistant professor,

and other relevant data on how this varies by race and gender. We will put in a data request to University HR.

Next PPC meeting will be on April 12, 2022

THE MEETING ADJOURNED AT 4:03 PM