

Faculty Affairs Meeting  
November 28, 2018 (10-11am)

In attendance: Yodit Betru (Co-chair), Tom Songer (Co-chair), Lorraine Denman (secretary), Chris Bonneau, Sami Mian, Jay Sukits, Laurie Kirsch, Amy Tuttle (Sr. Asst. to the Provost), Juleen Rodakowski, Helen Cahalane, Marty Levine (University Times)

A. Review NTS/PT documents and determine the top issues and course of action (Yodit)

1. Marketing and publicizing what we do is a top priority (for clarity's sake) (Chris)
2. Sabbatical / paid professional leave for full time NTS faculty (Chris)
3. Report on what has been done (Laurie) to be submitted to the Faculty Affairs committee, **including**: emeritus status, working with schools on promotion/career pathways (there is a chart with where to find this); working on voting rights for FT NTS faculty within various schools; working on orientations for FT NTS faculty & teaching resource guide; multi-term contracts in some schools; review of compensation for PT faculty in various schools; A&S policy on compensating faculty when classes are canceled (about 5 classes canceled last semester)
4. Compensation for PT faculty varies across schools (Chris): A&S wanted to establish a salary floor
5. Discussion on establishing priorities (led by Yodit):
  - a. Julene: sabbatical issues, PT benefits (who gets benefits and why)
  - b. Helen: benefit status for PT faculty (regular vs temporary)
  - c. Jay: compensation in PA state schools' salaries are higher because of union contracts; measuring paid vacations, benefits, demographic shift of more NTS faculty means that intangibles are more important (cultural changes are also important) [Julene - time to promotion is linked to this; Yodit - mentorship processes are important; Tom - policies for NTS are often viewed from a TS perspective; Lorraine - mentorship for NTS faculty often doesn't happen; Chris - how are NTS faculty evaluated in the Business School?; Jay - criteria are different for NTS faculty; Tom - evaluators often have a different perspective; Lorraine - removing NTS as a title should be considered; Chris - recommendation from this committee would be helpful; Julene - may be difficult to do this in Health Schools]
  - d. Yodit: work on benefits issues; communicate better about what's already been done; career track and culture issues
  - e. Laurie - suggest a name that is not NTS
  - f. Lorraine: forum for all NTS faculty? [Tom - what does the COACHE survey say?; Laurie - see COACHE website]
  - e. Yodit: promotion pathways are probably the biggest concern for NTS faculty; [Tom - information evaluation on salary, promotion, etc.]
  - f. Jay: Business school issue where promotion policies not followed; [Lorraine - this was common in A&S too; Chris - can there be an analogous process to tenure stream promotion procedures?]

B. Procedures on how to follow questions / concerns from faculty.

1. Should we have an Ombudsman? We should continue to discuss our role in grievance procedures.
2. Tom: if the issue deals with policy or procedure we may want to know about it.

C. Next meeting: Jan. 24 at 10am

1. We will give a report at the first Faculty Assembly in January.
2. Lorraine will work on creating a forum in the spring term.