

## Nontenure Line Faculty Committee

### Minutes

Friday, January 19, 2018

1:00 – 3:00 p.m., JCK 880

**Members present:** Janet Bezner, Kevin Jetton, Renee Wendel, Wendi David, Susan Holtz, Rose Pulliam, Christi Townsend, Maureen Smith, Suzy Okere, Glynda Betros, Gloria Velásquez, Sherwood Bishop and Kim Belcik, Jo Beth Oestreich, and Katie Salzmann.

Welcome, Introductions & Announcements: **Chair Janet Bezner**

Meeting called to order at 1:00 pm by Chair Bezner.

### Old Business

#### NLF Workshops

- a. Workload release workshops in the past
  - 9/27, 11- Noon Alkek 118 Attendance 7 Who helped: Holly
  - 9/26, 11 – Noon, Alkek 119 Attendance 2 Who helped: Caprice, Maurine
- b. Understanding Your Position as Nontenure Line Faculty Workshop (Alex White)
  - Mon 10/23/2017 Attendance: 6 Who helped: Kevin, Sherwood
  - Tue 10/24/2017 Attendance: 4 Who helped: Amy\_Amanda & Jo Beth
- c. NLF Orientation Workshop Session: Lead: Janet
  - Tue 01/9/2018, UAC Attendance: 14 Who helped: Amanda, Shannon & Jo Beth

### Chair Updates:

Robert McClain works with the Program for Excellence in Teaching and Scholarships.

- Selected faculty meet once a month for a year.
- If the tenure-track faculty attend all meetings, they are eligible to receive a stipend.
- The goal is to encourage effective teaching skills.
- January 26, 2018 is the first day the selected faculty will meet.
- This program is going to be offered for the first time for NTL Faculty. Chair Bezner will generate the notice regarding this opportunity, and e-mail the information to NTLF committee members to forward to first year NTL Faculty.

### Andrew Marks Scholarship Initiative Update (Kevin)

- a. Memorial Service December 17, In attendance: Kevin, Sherwood, Shannon and\_\_\_\_
- b. Renaming update (Janet)-create an award to recognize the contributions Andrew made to the NTLF at Texas State. Chair Bezner investigated the process to pursue this option. The Faculty Senate would be responsible to write a proposal for the Provost. The Senate favors the option naming the Part-time teaching award in Andrew's name (no monetary funds required). The Memorial Garden on campus is designed to facilitate recognition of individuals who have passed for their contributions to the university. Funds would be required to complete a memorial designation. Rose will discuss with the Social Work Department to learn if her department is considering a way to recognize Andrew at the university. Rose will report back to our committee on her findings related to her department's thinking related to recognizing Andrew. Chair

Bezner will present to the next Faculty Senate to pursue renaming the part-time teaching award the Andrew Mark's Part-Time Teaching Award.

**Update from Academic Freedom Committee (Renee)**

This is a new committee beginning the Fall of 2017. Dr. Vincent Luizzi position as Chair of the committee is currently being filled by Interim Chair Ted Henson. Initiatives are being developed as well as the mission for this committee. The committee is in the process of developing the role of the committee, i.e., where is the line of academic freedom and free speech, etc. The committee is seeking guidance on how to determine overall responsibility for the university. The goal is to have continuity of academic freedom for tenure and non-tenure line faculty. Are there any issues members of NTLF want to share with this committee?

*One question: Will Non-tenure line faculty have same support as Tenure track faculty?*  
 In CA, SC, NEB, the committee searched academic freedom, very little was found on-line. The common theme seemed if you are concerned about academic freedom, contact the Provost or Legal Dept. The Committee members: Dr. Luizzi, Emily Summers, Catherine Moore, Steve Wilson  
 Renee shared this anecdote: *Two faculty at Texas State were involved with teaching and research of diverse populations. These faculty were receiving threats. One member was in fear of teaching due to the threats, i.e. cyber bullying, defaming her name, etc., based on what she taught.*

Chair Bezner clarified Tenured faculty have presumed Academic Freedom (protection), where Non-Tenured Line Faculty are assumed not to have this same support. This is an important time to have a good definition of academic freedom.

Questions related to this concern:

- What is academic freedom?
- how are faculty impacted?
- what services/protections are available for faculty?
- The library has seen a change in how inappropriate postings on printed material has changed from flyers to stickers.
- The library is interested in hosting a forums) on how students can communicate concerns, issues, etc.
- There are issues related to reporting inappropriate postings whether by flyers or stickers, etc.

**2017-18 NLF Initiatives and Updates**

Item#s	Initiative(s)	Lead(s)
1 & 3	NLF recognitions at Convocation & Years Of Service calculations (investigate whether or not this can be included in convocation (President's Office); years of service calculations don't include part time teaching (Faculty Qualifications) Updates: Part1- will set up a meeting with the President's office; Part 2, include part-time, and many NTLF non-contiguous service is common, and may exclude some individuals from being recognized.	Sherwood Bishop

	The President does recognize faculty and staff, 20+ years (tenure); can we include NTLF; can we revisit how we calculate service for NTLF, i.e. non-continuous service; can we include the part-time teaching award at Convocation. <b>Sherwood will contact</b> Lisa Lloyd, new special assistant to the President regarding these items.	
2	Teaching theater lack of technical support – cost cutting measure. If the faculty are responsible for managing the technology, there needs to be an orientation. A process for trouble shooting needs to be created and made more efficient (during class). Maybe invite the person in ITAC who manages this to one of our meetings. Katie will find out who the AVP or VP is and we can send an email request (Michael Harrison). Shannon will document the issues and send to Janet and Janet will send to Michael Harrison. <b>Update:</b> Shannon was going to document these issues occurring in the teaching theatres. Chair Bezner will communicate with Shannon to request an update to share with the committee.	Amy Meeks Shannon Duffy
4	Retirement benefits as it relates to NLF <b>Chair Bezner will communicate</b> with Amy to request an update to share with the committee.	Amy Meeks

## New Business

### NLF Annual Fall Reception: Chair Kevin

Kevin is seeking assistance to prepare for a this event. Katie Salzmann, Susan Holtz, Sherwood Bishop & Jo Beth have agreed to assist Kevin with this event. The preferred date to host this reception in the fall is **September 13, 2018 at the Wittliff.**

- Last year the reception was held 4:00 – 6:00 pm.
- We had about 90 (potentially up to 100) in attendance.
- Total cost last year : \$2,500. (set-ups, clean-up, food)
- We need to determine how to invoice and/or have publishers pay to participate.
- One suggestion is to create a Faculty Senate account to host such events.
- Sponsor communications: Kevin will help to craft wording for verbage to solicit financial support from Departments and/or Colleges, for this event.
- We need to develop a communication to invite NTLFfaculty, i.e. Save the Date e-mail in calendar [Outlook] (in the body include the details of the upcoming event).

## Assorted New Chair Updates

### Faculty Senate Update, Chair Janet Bezner:

1. Discussion about faculty salaries. The Senate will bring up this question: “how do we respond to faculty with concerns to salaries?” when the President comes to the Faculty Senate next month. There are Faculty start-up packages given to tenure-track faculty.
2. Salaries/Merit pay related to NTLF: Information was shared from various departments:
  - There is a merit based system in geography (points related publications, conferences, graduated [all levels] students) for tenure track, not the same for NTLF.

- In the Physics department, NTLF, with PhD, makes \$14,000 less than those with a bachelor's degree across the U. S. Additionally, most NTLF make less than high school educators in Texas.
- The Business department recently revised their merit system. Their merit system is based on points. The Faculty Activity Plan is the contract of expectations, if you go above these expectations, you can qualify for additional pay.
- Physical Therapy provides an equitable distribution to faculty. There are concerns for per-course personell salaries, varies across the university.
- There were questions related to hiring practices for hourly-paid faculty/staff

**CAD:** Any public videos posted must have captions available. Office of Disability Services (ODS) does provide captioning for instructor videos (esp. for specific identified students). There was an issue related to how the university handles Big Data storage. An example shared regarding this issue was one instructor who does all research using videos. This instructor has exhausted all available storage space. The university wants to charge a fee for any/all future stored per petabytes.

**Enrollment:** The Faculty Senate reviewed student university destinations. Texas A&M and UTSA are now institutions where our prospective students go if they do not attend Texas State. We are the third largest university with students relying on federal student aid.

- The top reason for students not attending Texas State is the perception we are not rigorous institution. There is some concern this information is coming from high school counselors describing our university climate is a 'party school.'

**Fraternity and Sorority Closures:** Dr. Joanne Smith, Dean of Students, is conducting an assessment of all fraternities and sororities. Until this is completed, President Trauth stated no greek organization will be able to be reinstated at the university.

**Part-time teaching nominations** are going out. Applicants must have a 75% or less appointment. All NTLF committee members are encouraged to 'spread the word' to colleagues to submit or nominate for this award.

**Faculty Senate Fellowship** applications and project proposals are being accepted for the coming year. The Fellow will begin their term September, 2018.

**Michelle Conroy's art** will be reinstated in the Faculty Dining Room in Jones Dining Hall.

**W-2 forms** are available on-line or can be mailed.

Adjournment at 2:53 pm.

Respectfully Submitted,

Jo Beth Oestreich, Secretary

**NEXT Meeting February 16, 2018, 1:00-3:00 PM**