

**Nontenure Line Faculty Committee
Minutes
Friday, April 20, 2018
1:00 – 3:00 p.m., JCK 880**

Members Present: Janet Bezner, Shannon Duffy, Glynda Betros, Wendi David, Matthew Bower, Kay Newling, Caprice Pierucci, Kevin Jetton, Gloria Velásquez, Susan Holtz, Rose Pulliam, Sharon Armstead, Renee Wendel, Sherwood Bishop, Maureen Smith, Katie Salzmann, Amy Meeks, and, Jo Beth Oestreich.

Welcome, Introductions & Announcements: **Chair: Janet Bezner**
Minutes of March meeting approved as printed.

Old Business

1. Andrew Marks Scholarship Initiative

- a. Part-time Teaching Renaming Update: Janet is working on the proposal
- b. Plaque for memorial garden (Rose) No update to report at this time.

2. Update from Academic Freedom Committee (Renee): No meetings have been scheduled this semester. Scott Bowman is the Interim Chair for this committee.
3. NLF Orientation in August – need committee members to commit to these dates/Michael Harrison, is our contact for orientation for the Teaching Theatre and an orientation session will be offered by Michael on Wed. August 22 2:00 – 2:30 pm.

- a. **Tuesday, August 21 2:00 – 5:00 PM: Members assisting: Kevin, Amy, Jo Beth, Matthew, and Shannon**
- b. **Tuesday, August 21, 6:00 – 9:00 PM: Members assisting: Kevin, Amy, Matthew, Jo Beth, and Shannon**
- c. **Wednesday, August 22, 9:00-12:00 PM: Members assisting: Glynda, Gloria, Matthew, Wendi, and Caprice**

For the workshops: We will distribute a handout of NLF liaisons and members; goody bags (Jo Beth). Janet will send out a reminder for members to help identify new part-time/NLF faculty from their colleges and departments for fall 2018.

4. NLF Annual Fall Reception (Kevin):

- a. Kevin has captured all the signatures required for serving of alcohol. Additionally, Kevin will visit with publishers from last year to capture funds not collected last year for this year.
- b. **Department and college donations to support the reception – process (Valerie):** Reported there are departmental and college internal funding mechanisms. Funds can be donated by these entities to Valerie through an established accounting line. If we, or other sponsors want to donate, they can go to www.donate.txstate, request line item using key word search: *Faculty Senate*. You can use the comment section to designate monies specifically for the NLF. External funds can be designated for food and alcohol. The internal money can be used for printing, food, and advertising. **Thursday, September 20, 2018 is the Reception from 4:00 – 6:00 pm. in the Witliff Collection.**

Members present who are interested in continuing to serve on this committee:

College	Nontenure Line Faculty Committee MEMBERS	2 faculty/college, 1 Library	Term Exp	Chair	Email
Applied Arts	Ms. Hannah Thornton-	Senior Lecturer, Family & Consumer Sciences	2018		Ht1074@txstate.edu
Applied Arts	Rose Pulliam	School of Social Work	2018		rosepulliam@txstate.edu
Business	Dr. Matari Gunter	Lecturer, Management	2019		M_j130@txstate.edu
Business	Mr. Kevin Jetton	Senior Lecturer, Computer Information Systems & Quantitative Methods	2018	Vice Chair	Kj02@txstate.edu
Education	Dr. Jo Beth Oestreich-Erika Nielson Vargas-will ask her to be a liaison	Senior Lecturer, Curriculum & Instruction	2018	Secretary	Jo15@txstate.edu Erika.nielson@txstate.edu
Education	Ms. Maureen Smith	Senior Lecturer, Health & Human Performance	2019		Ms29@txstate.edu
Fine Arts & Communication	Shawn Camp has agreed to be the member and Caprice Pierucci the liaison	Senior Lecturer, Art & Design	2018		Ct17@txstate.edu Sc58@txstate.edu
Fine Arts & Communication	Ms. Holly Wise	Lecturer, Journalism & Mass Communication	2019		Hlw24@txstate.edu

Health Professions	Ms. Renee Wendel- Renee will be liaison and Sharon Armistead to member	Senior Lecturer, Communication Disorders-	2018		Rw18@txstate.edu Sva10@txstate.edu
Health Professions	Dr. Suzanna Okere	Clinical Associate Professor, Physical Therapy	2019		SD11@txstate.edu
Liberal Arts	Dr. Amy Meeks	Senior Lecturer, Psychology	2018		Am23@txstate.edu
Liberal Arts	Dr. Matthew Bower	Lecturer, Philosophy	2019		Meb211@txstate.edu
Library	Ms. Katie Salzmann	Librarian, Alkek Library	2019		Ks31@txstate.edu
Science & Engineering	Dr. Susan Holtz	Senior Lecturer, Physics	2018		Slh245@txstate.edu
Science & Engineering	Ms. Glynda Betros-Leslie Dalrymple will sub for Glynda and Jarred Knittel (2) will serve as liaison	Senior Lecturer, Mathematics	2018		Gb14@txstate.edu
Health Professions	Dr. Janet Bezner	Associate Professor, Physical Therapy	2018	Chair	Jb25@txstate.edu

College	Nontenure Line Faculty Committee LIAISONS	1 faculty per department if not represented by committee member	Term Exp	Chair	Email
Applied Arts	Dr. Rose Pulliam	Clinical Assistant	2019		R_p182@txstate.edu

		Professor, Social Work			
Business	Mr. Sherwood Bishop	Lecturer, Finance & Economics	2019		sb38@txstate.edu
Business	Dr. Jean Bradley (1)	Lecturer, Accounting	2018 2020		Jean.r.bradley@txstate.edu
Business	Mr. Ken Murdock has not attended. Kevin will talk to him	Senior Lecturer, Marketing This dept has fewer than 10 NLF and no interest-Ken has never attended	2018		Km54@txstate.edu
Fine Arts & Communication	Dr. Karla Hamelin	Lecturer, Music	2019		Kmh119@txstate.edu
Fine Arts & Communication	Ms. Shay Hartung-Ishii has not attended Ms. Erin Kehr (1) Contact to see if wants to serve	Lecturer, Theatre & Dance	2018 2020		Si10@txstate.edu
Fine Arts & Communication	Ms. Sue Stewart	Senior Lecturer, Communication Studies This dept has only 10 FT NLF. Though she intends to, Sue has only attended a couple of times, no one else shows interest	2018		Ss33@txstate.edu

Health Professions	Dr. Melissa Walston-Sanchez. Check to see if she is still here.	HIM	2019		
Health Professions	Ms. Kim Belcik-- Has attended by phone, didn't take survey. Verify she is still interested Pam Willson (2) Stephanie Patel (2)	Nursing	2018		Kdb120@txstate.edu
Liberal Arts	Dr. Christi Townsend	Lecturer, Geography	2019		Ct1086@txstate.edu
Liberal Arts	Ms. Sherri Mora— liaison Richard Henderson, Charles Arnold, Don Inbody also rated 1 on survey	Senior Lecturer, Political Science	2019		SM43@txstate.edu inbody@txstate.edu
Liberal Arts	Ms. Amanda Meyer-ask Amanda Scott's interest (1)	Lecturer, English	2018		Alm5@txstate.edu Aes126@txstate.edu
Liberal Arts	Dr. Shannon Duffy	Senior Lecturer, History	2019		Sd22@txstate.edu
Liberal Arts	Ms. Gloria Velasquez-Moira Di Mauro-Jackson (1) Emily	Senior Lecturer, Modern Languages	2018		Gv11@txstate.edu

	Harrington (1)				
Liberal Arts	Ms. Kay Newling- did not answer survey nor did others in Sociology. Interested in continuing	Senior Lecturer, Sociology	2018		Kn18@txstate.edu
Science & Engineering	Ms. Maureen Lemke- webmaster! Dan Smith also expressed interest as did several others from Biology	Senior Lecturer, Biology	2018		MI43@txstate.edu Ds69@txstate.edu
Science & Engineering	Dr. Juan Gomez	Senior Lecturer, Engineering Technology	2019		Jg1888@txstate.edu
Science & Engineering	Dr. Wendi David	Senior Lecturer, Chemistry & Biochemistry	2019		wd11@txstate.edu

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:	Sherwood Bishop Suzy O'Kere

	<p>UPDATE: Sherwood and Suzy met with Lisa Lloyd. She stated that faculty service awards are given to all academic personnel full-time employment for minimum of 10 years [AA/PPS No. 02.04.01]</p> <p>Gay Koronek- indicated that service had to be consecutive, but this is not correct. The NLF committee can recommend changes to how we recognize years of service for NLF members. In early Feb. Human Resources generates a list of faculty having ten years of service...list is sent to the various deans for review...the list is returned to Director of Special Projects, then the Provost supplies a final list of the honorees to the Deans. It should be cumulative not consecutive years of service for recognition. Currently, the university focuses on full-time years of service, not part-time prior, etc. We want all service to count.</p> <p>Recognition of NLF at convocation: UPPS 04.54 Currently, the President only recognizes promotion of Associate to Full Professor at convocation.</p> <p>Recognize the process for tenure and promotion ---they are different. The issue is parity---for recognizing a certain level of tenure, we need to do the same for NLF.</p> <p>Also we need to understand how the term clinical is defined— i.e., Professor of Practice.</p> <p>Tenure has a tight timeline to meet the qualifications. There is a reluctance on Non tenure track, because the path is not defined, and/or a minimum amount of time to meet the requirements.</p> <p>We need to consider how to create a career path for NLF.</p> <p>We need to continue to have the conversation with the Provost and President on how NLF should be recognized and promoted.</p> <ol style="list-style-type: none"> 1. We have NLF serving on Senate 2. Proportion of NLF represent more faculty than tenure 3. Encouraging greater diversity of faculty 4. Review revenue gathered from tuition rather than pay to faculty 5. PPS 4.02 Lecturer or Senior Lecturer—check this policy—no expectation of service at university level, but by department <p>Sherwood and Susie will provide a plan of action related to their work on these issues.</p>	
2	<p>Teaching theater lack of technical support – cost cutting measure. Shannon has communicated with Michael Harrison, who has confirmed that there are student workers to help faculty in the large teaching theaters. Michael offered to provide training for NLF during new NLF orientation in the fall. An orientation in conjunction with NLF orientation will be held on August, 22, 2018 at 2:00 pm.</p>	Amy Meeks Shannon Duffy

4	<p>Retirement benefits as it relates to NLF – Janet and Amy asked the Provost’s office if NLF could be added to the Phased Retirement Plan (http://policies.txstate.edu/university-policies/04-04-51.html). Debbie Thorne responded: The phased retirement program is predicated on the fact that tenure carries an entitlement to continued employment as a member of the faculty at Texas State. Therefore, tenure must be formally relinquished. The ability to retain the continued employment entitlement is secured by the phased retirement agreement at the time a faculty member relinquishes tenure. No other faculty titles/positions carry this entitlement. Non-tenure line faculty may seek employment at a reduced percentage of workload after retirement. This appointment is contingent on student demand and other factors.</p> <p>We propose:</p> <ol style="list-style-type: none"> 1. We need to clarify what reduced percentage of workload looks like for NLF. 2. Create a survey from NLF to gather data on this issue. Perhaps include Academic Freedom questions and retaining these faculty members. We will create this for fall 2018. It goes through Susan Thompson’s office. <p>Renee shared the committee supports NLF affirmation for Academic Freedom. The NLF are relevant and valid part of the community.</p>	Amy Meeks
5	<p>NLF eligibility for career paths, roles and opportunities at the university. Update: No update at this time.</p> <p>We propose:</p> <ol style="list-style-type: none"> 1. Create a draft of what a career path could look like for NLF at TX ST. 2. Create a way to generate funding for faculty---how the university views finances/funding. There is a lack of transparency on this issue. 	Amy Meeks Sherwood Bishop Amy Pulliam Matthew Bower

New Business:

Announcements from Faculty Senate and CAD Meeting: Decreased enrollment at Texas State the past two years. There is a movement on social media to not attend TX ST. There is negative information being posted, and the university is not addressing these issues. Gary (enrollment) stated there is a survey of freshmen and transfer students on why they chose not to attend this university, i.e. *What is the climate of the university?* Results of the campus climate survey results are to be reviewed by a Task Force that will be appointed in May. The experience students have is tied with their interaction with faculty. Students are interested in having difficult conversations with their faculty. There is concern faculty is not willing to host these conversations. This could be aligned with lack of job security by NLF, as a result, faculty avoid engaging in these types of conversations.

One suggestion to address this issue is to add a slide about teaching social justice issues in our courses for the new NLF orientation sessions.

Meeting adjourned at 3:15 pm

NEXT Meeting is May 18. 1:00 – 3:00 pm

Respectfully submitted,
Jo Beth Oestreich, Secretary