

Nontenure Line Faculty Committee
Minutes
Friday, February 15, 2019
1:00 – 3:00 p.m., JCK 880 and via Zoom

Members Present: Janet Bezner, Kevin Jetton, Jarred Knittel, Kay Newling, Amy Meeks, Sandra Duke, Glynda Betros, Dan Smith, Sharon Armstead, Shannon Duffy, Gloria Velásquez, Caprice Pierucci, Renee Wendel, Sherwood Bishop, Suzy Okere, Jeremy Hutchins, Matari Gunter, Jean Bradley, Dale Blasingame, Susan Holtz, Shawn Camp, Maureen Smith, and Jo Beth Oestreich.

Welcome, Introductions & Announcements

- Introductions of new members
- Approval of past meeting notes (01/18/2019)

Chair: Janet Bezner

Vice-Chair: Kevin Jetton

Secretary: Jo Beth Oestreich

Old Business

1. Changes to policies have been forwarded to the Senate, who will review and forward to Associate Provost.
 - a. AA/PPS 04.02.03 (work load release). Alex White will include this policy as a discussion item for the Faculty Senate Agenda. There is a difference between accumulated years of service (4 for NLF and 6 for T faculty) regarding this policy and it is unclear why there is a difference
 - b. AA/PPS 04.01.04 (NLF to serve on search committees) Alex White will bring this item to the Council of Academic Deans. Members are encouraged to visit with their Deans about this issue prior to the discussion at CAD.
 - c. Note: Clinical Faculty of Practice are now required to complete scholarship expectations.
 - d. Note: Some department program directors discourage NLF to participate in workload release. Some NLF are informed by program chairs they may not have a job to return to after completing the work-load release.
2. **Faculty Development Proposal** (Renee, Glynda, Sharon, Susan)
 - a. **February 18 2:30-4:00 pm** in Jones Dining Center Faculty and Staff Dining Room. Topic: Diversity and Inclusion of NLF in the campus community. Speaker: Dr. Scott Bowman.
 - i. Registrants: currently at 22
 - ii. Introductions
 - iii. Committee members planning to attend
 - iv. Role of committee members: Kevin, Amy, Sandra, Shannon, Suzy, and Jo Beth.

Questions to ask at the event:

- What are your thoughts about Dr. Bowman's presentation?
- What challenges do NLF face?
- What challenges do NLF face meeting the needs of diverse students? i.e. minority, first time college students, etc.
- What would make you feel included as a NLF?
- What situations make you feel less included?

Members present will complete a summary of table comments for the committee. Janet will make handouts for committee members present.

- b. **April 4, 5:00-6:30** in Jones Dining Center Faculty and Staff Dining Room. Topic: Pedagogical practices in large classrooms. Speaker: Paul Mencke.
 - c. NLF Faculty Development Proposal forwarded to Catherine Hawkins
3. Draft NLF survey to collect information regarding retirement benefits and other items of interest to NLF. (Amy, Dan, Shannon) – **Committee Update:** A draft copy of the survey was reviewed by the NLF committee with suggested changes to the document. A *clean* copy of the survey will be developed from suggested changes. Amy and Sandra will work to identify someone to enter the survey to Qualtrics for NLF members to complete this semester.

New Business

1. NLF Initiatives at other universities (Janet)
 - a. Discussion with Jim Woosley, Texas A&M University

- b. Mark Clark, University of Houston. **UPDATE:** Janet visited with Jim Woosley from Texas A&M about this topic. Jim stated at Texas A&M there was not enough collegiality between NLF and Tenure track faculty. He attended a meeting where Michele Conro spoke about NLF initiatives at Texas State University which encouraged him to begin the discussion process at Texas A&M. He stated titles at Texas A&M created problems, i.e. Lecturer. Texas A&M converted Lecturer, etc. to current verbiage. Academic Professional Track faculty (APT). They use [adjective in front] titles such as *Research or Clinical* Assistant, Associate and Professor for NL faculty, etc. These policy changes created a different environment with faculty on their campus. This approach is occurring with a career path. Texas A&M suggested tenure track faculty advocate for implementing this process at Texas State. Janet will get Texas A&M promotion information related to their APT faculty and provide an update at our next committee meeting.
- Mark Clark, University of Houston. **UPDATE:** Janet has not heard back from mark, yet.

2. **Cupa data** (Janet): Janet wants the committee to review the attached data and determine what issues arise from our review (comparing salaries, etc.). We will visit with Dr. Thorne to address our concerns related to data aggregated in the CUPA file. Eric (VP of Finance and HR) shared: Every year the President's Cabinet has a couple million dollars of discretionary funding to allocate across the campus. The decision this year was to create permanent lines for faculty across the university in the various colleges. Currently, Deans have been asked to prioritize the temporary faculty lines they would like to be made permanent with these funds.
3. **Planning for Fall Reception** (Kevin). **UPDATE:** Kevin recapped the past two years (see attached document) for this event. Our questions: How do we include Round Rock (host on this campus)? Additionally, we have tentatively selected **Wednesday, September 25, 2019 from 5:00 – 7:00 pm.** to host this event in the Reed-Pharr Room. Valerie will help to secure this date and time for the 2019 Fall NLF Reception.
4. Academic Freedom Committee (Renee). **UPDATE:** The committee is working on a policy related to cyber-bullying. Dr. Luisi is interested in NLF feedback. The next meeting is Feb 26, at 6:00 pm in Flowers Hall. Any concerns are to be e-mailed to Renee at rw38@txstate.edu. Please contact Renee if you can attend this meeting.
5. Caprice: *You are Not Alone* art piece developed by one of her student's has evolved into an exhibit focused on sexual assault. The exhibit will transcend the art building and encourage students to participate (bring shoes, etc.) and support this event in the flex space in the Joan Cole Mitte Building. Donations of red and white sheets and monetary donations are encouraged. The exhibit opens for participants Sunday, March 10, 2019 (11:00 am – 6:00 pm), March 11 & 12, 2019 (10:00-7:00 pm). The Gallery showing will run March 10 – Friday March 15 10:00 am – 7:00 pm.

Adjournment at 3:00 pm

Respectfully submitted,

Jo Beth Oestreich, Secretary

NEXT Meeting – Friday, March 8th, 1:00-3:00 PM JCK 880 and by Zoom.

Potential agenda items: Retirement presentation, planning for April 4 NLF Faculty Development Session.