

10/16/15 Minutes – Nontenure Line Faculty Committee Meeting

Glynda Betros, Sherwood Bishop, Wendi David, Shannon Duffy, Yvonne Eixman, Susan Holtz, Brian Johnson, Maureen Lemke, Andrew Marks (by phone), Amy Meeks, Binita Mehta, Amanda Meyer, Sherri Mora, Suzy Okere, Katie Salzmann, Christi Townsend, Renee Wendel, Alex White, attending.

1. Workload Release Program

- There are 13 applications to be reviewed. The applications and rubric are posted on TRACS to be reviewed and scored by members of the NLF Committee.
- Sherri Mora made a motion that members send their scoring results to Alex White by Nov. 12 so that Alex can analyze the distribution of scores. Suzy Okere seconded the motion and the vote was unanimous to approve.
- The committee will meet on Nov. 13 at 1pm to decide on awardees.
- What about the situation where an applicant should have recourse to another source of funding for the proposed workload release project? Alex White will ask Sriramen or Debra how this is handled.

2. Merit Policy Review

- Proposed goal → Presentation of NLF committee work to the Joint Session of Academic Deans and Chairs to increase awareness that:
 - The NLF committee is collecting a repository of University and Departmental policies related to merit and review of nontenure line faculty.
 - Some departmental policies are judged to be more equitable than those in use by other departments.
- Discussion about proposed goal:
 - What is the consequence for noncompliance with existing policies?
 - What avenues for change are available?
 - The Senate and the Nontenure line faculty committee do not have the power to enforce policies, but identifying problems could be helpful in and of itself.
 - Policies often have associated 'inertia' and faculty may be unaware of existing policies.
 - Bringing attention to issues related to NLF has been effective in the past, with regards to a classification name change and length of appointments available to senior lecturers.
 - Access to the Provost and President would be increased by presentation of goal to the Joint Session of Academic Deans and Chairs.
 - Proposal for our committee to conduct a study of merit distribution for departments – Alex White will ask Debra Feakes about this data.

- Our committee can make it 'easy' for Chairs and Deans to apply best policies to nontenure line faculty
- Renee Wendel made a motion, seconded by Sherwood Bishop with unanimous approval that the committee will adopt the following 2 goals for this year:
 - 1. Create a bullet point list highlighting the BEST POLICIES for merit and evaluation of nontenure line faculty currently in use at Texas State
 - 2. Evaluation data for merit distribution for NLF in comparison to Tenured/Tenure-track faculty in departments at Texas State

3. 2016 AAUP Annual Conference

- Think of proposals for presentations at this meeting – discuss proposals at next meeting on Nov. 13
- Dec. 7 is the deadline to submit proposals

4. Items from the floor

- Susan Holtz proposed that an expectation of committee member and liaison responsibilities be delineated.
 - Members and liaisons should be communicating outcomes of NLF meetings to individual departments (as an expectation, not an individual member's initiative)
 - Psychology department Chair asks both the Senate rep and the NLFC rep to give periodic updates
 - Come to the next meeting with suggestions for departmental interactions that should be occurring between NLFC members and liaisons with the department.

5. Adjournment