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NTT Assistant Professors

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SHORT TITLE

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NTT Assistant Professors

SUBJECT OF DISCUSSION:

(Please state the nature of your request as concisely as possible.)

This request for discussion follows from the RFIs answered in the September meeting. I would like to open the floor to discuss the non-tenure track assistant professor line, its possible meaning for the university, the impact it has on the lecturer line, and more.

RATIONALE(s):

(Please explain why this issue is one of general concern for the Faculty Senate or for the University and not a matter concerning only an individual college or administrative area.)

1) The initial part of the conversation I would like to have is "how will this position be evaluated?" After researching the 2019-2020 GSU Faculty Handbook per the provost's response that the guidelines would be in the faculty handbook, I was unable to find the guidelines for promotion for this position. Promotion guidelines exist for tenure track lines as well as lecture and senior lecturer lines. This poses a significant problem as there are NTT assistant professors that have submitted dossiers for promotion and there are no guidelines in the departments, college, or faculty handbook to follow. There are five year review guidelines in the faculty handbook that were adopted in the Spring 2019 semester. 2) The second part of the conversation I would like to have is the impact this position may have on the university as department chairs are challenged to offer more classes with fewer faculty. Since this position does not count toward the 20% according to the BOR, the NTT faculty can teach more classes for the same salary. Will this lead to a reduction of research faculty (grant writing faculty and undergraduate research mentors)? Will the NTT assistant professors have to go up for promotion? Another issue that has arisen is the moral of the lecturers and senior lecturers who did not receive a salary study bump, while the NTT faculty appear to be doing the same job at assistant professor salaries.

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Approval

Response:

Approved 

10/11/2019 

SEC Response:

SEC approved this Discussion Item to be add to the Faculty Senate agenda on 10.23.2020.

10/23/2029 

Senate Response:

Discussion and Questions: The Senate first addressed the question of evaluating NTT (non tenure-track) faculty. Carl Reiber (Provost) noted that there are no guidelines and the Faculty Senate Welfare committee is now creating guidelines. Helen Bland (JPHCPH) chairs the Faculty Welfare Committee. She stated that the committee began discussion of this issue and assigned a sub-committee to start this process but it cannot be done overnight. She is concerned that time is critical in this issue. Mark Hanna (JPHCPH) stated that in absence of anything different, an NTT would need to follow the same guidelines as others at the same rank. The standards are determined by colleges, but in the absence of other guidance, an application for promotion of NTT faculty will follow a similar procedure to a tenure-track faculty. Donna Mullenax (COSM) then moved to her second issue: the fear that NTT assistant professors may be hired in lieu of tenure-track faculty who do research. How will this impact grant funding and undergraduate research? Carl Reiber (Provost) corrected that 20% of student credit hours is the USG cap. He noted that we must be cognizant of our hires in light of our R2 status. This must be discussed, particularly at the department level. Jessica Garner (LIB) stated that she was on the Faculty Welfare Committee last year and worked on the five-year review for NTT faculty. Dustin Anderson (CAH) noted that the Faculty Welfare Committee worked on five-year review but not promotion. Jack Simmons (CAH) asked if department should develop this criteria. Donna Mullenax agrees, but most departments have not had sufficient meetings this year, and time is critical. Robert Costomiris (CAH) asked for clarification as to why the NTT line exists since we have lecturers. Chris Cartright (CAH) asked whether we apply standards of lecturer or standards of professor to NTT faculty. Dustin Anderson (CAH) stated that the university does not have a distinction for these positions. Equity in pay and promotion is being assigned disproportionately. We should do no harm to those who were caught in the crossfires of this legacy. Those who are non tenure-track have terminal degrees. Helen Bland (JPHCPH) reiterated that one must have a terminal degree to advance to NTT associate professor, according to BOR policy. Chris Cartright (CAH) asked that departments receive some guidance from the administrations about distinctions between those roles. He asked if it is fair to say that NTT faculty must have a terminal degree where lecturers do not. Carl Reiber (Provost) noted that you can be a NTT Assistant without a terminal degree, but you must have a terminal degree to be promoted to associate. While he acknowledges that the distinctions are messy and unclear, we have people in their career who thought they had a trajectory. We need to make sure they can move forward, and departments can best do this. Traci Ness (COSM) wondered about senior lecturers with PhDs. Where do they fit into this scenario? Carl Reiber (Provost) acknowledged that this is a problem. Lisa Abbott (CAH) stated that this is precisely why we need to make motions from the floor. She stated that we need an ad hoc committee to define these positions. She asked the administrators to do this. Dustin Anderson (CAH) responded that ad hoc committees formed last year were sent back to Senate Committees. Thus, most of these issues are sent to Senate Welfare. Helen Bland referred senators to sections 8.3.4.2 and 8.3.3 in USG handbook. Carl Reiber (Provost) noted that GSU descriptions do not align with USG guidelines. Nancy Remler (CAH) asked if the Senate Welfare Committee was charged with writing descriptions. Helen Bland responded that this is true. Jim Harris (PCEC) noted that section 8.3.8 of the USG handbook has good definitions. Donna Mullenax (COSM) noted that 8.3.8 discusses lecturers but not NTT faculty. This discussion then ended.



President's Response:
