

UNCG Chapter of the AAUP

Meeting 11 11, 2017

269 Stone 4:00 to 5:30

Agenda

Attending: Sue Dennison, Anne Wallace, Andrew Willis, Deb Bell, Wade Maki, Michael Frierson, Jerry Pubantz

I. **Brief Reports on AAUP campus visits to Departments**

Sue Dennison is delighted with the early results of meeting with various units on campus to explain AAUP goals and how the organization can benefit tenured, tenure-track, and non tenure-track faculty, as well as graduate students. Michael Frierson, Jonathan Tudge, Anne Wallace, George Dimock, and Andrew Willis have also met with several units. At this point 24 meetings have been scheduled.

Faculty have expressed surprise and delight that they do not necessarily have to commit to paying for national dues—though we think that people will eventually see the advantage of joining and supporting the national office because the national office offers its own wide range of benefits—including the monthly publication *Academe*, support for state AAUP conferences, and legal advice for faculty across the country. Non tenure-track faculty seem especially interested in how AAUP can help them achieve more job security and fair compensation.

Refer to Appendix I which documents the current Senate Ad Hoc Committee on NTT faculty issues. Appendix II is a current draft from the College of Visual and Performing Arts Faculty Council shared by Andrew Willis (a member of that committee). He will contact the Senate Committee and share with its members this current draft (as yet awaiting collective faculty approval) that describes how the CVPA Faculty Governance Committee supports Non Tenure-Track faculty. This draft might inspire and support the Faculty Senate's own initiatives that were developed when Wallace served as Faculty Senate Chair which is also still in draft form. The NTT Committee was approved as a permanent (standing) committee of the Senate. Dennison asked Willis to also check with AAUP National's One Faculty Campaign to see if there were correlations and items of interest. (Refer to Appendix III.)

The *New York Times* recently wrote about the general lack of understanding regarding academic freedom. There seems to be an uptick in interest in joining an organization like AAUP that helps to frame the need for academic freedom, especially during these critical times.

We already have the following new members: New Members: Sarah Carrig, Lisa Levenstein, Robert Johnson, Claudia Cabello, Sonia Archer-Capuzzo, Jennifer Park, Brad Johnson and Fatih Oguz. Welcome new members!

Please note that all members are welcome to come to the monthly AAUP campus meetings. And let us know if you do not receive minutes from the meetings.

UNC-Asheville wants to start its own chapter and has sought Dennison to meet and advise them.

II. NC State AAUP Annual Conference

First, we discussed having a fall event specially tailored for NTT faculty members. We discovered that there doesn't seem to be an easy way to connect with NTT faculty—there is not a campus-wide listing of them from year to year. Dennison wondered if NTT faculty members might appreciate an off-campus site where they might be more inclined to share concerns. Frierson said he would ask Department Heads about getting a list of retired NTT faculty—who might also want to meet and share experiences, concerns, and ways to improve job security and satisfaction.

As we talked more about whether to host the 2018 State AAUP Conference, we decided to table this fall event because perhaps NTT faculty would want to become more familiar with how AAUP can support them by attending either a AAUP spring event on academic freedom and free speech. This idea morphed into the idea of using this topic as the theme of the State AAUP conference—because more members would be available to talk with NTT faculty.

Admittedly, as we talked more about the potential and feasibility of hosting the State Conference (Dennison has tentatively reserved the Weatherspoon for the weekend of January 20) we decided that the State Conference could be a superior way of creating more awareness of Academic Freedom and Free Speech while also serving to support NTT faculty members and their issues. The National AAUP office has offered to pay the fee and travel for guest speaker Brad Young to speak at the conference. Jerry Pubantz expressed concern about bad weather in January. This concern along with the fact that we learned several days later that Brad Young was unable to come to adhere to the January 20 schedule, Dennison reserved the Virginia Dare room for March 24 (the only open Saturday available).

She plans to have a conference call with Elizabeth Keathley and state officers to get more details on what Brian should speak about in terms of academic freedom and free speech. She is also interested in hearing thoughts from our campus membership as well.

Dennison will research ways to host Young—and perhaps there are UNCG apartments available? Bell will inquire.

The State AAUP officers can email a flyer to announce the conference. We discussed the possibility of only using Saturday for the conference instead of having a Friday reception along with the Saturday meetings.

We also think that we should lead a discussion on developing a policy for hosting future State Conferences. UNCG members can envision hosting it every other year (since Greensboro is so centrally located) but we would like to have a plan by which another institution hosted when we don't. This should be resolved because presently with the current system, an annual conference is in jeopardy. Perhaps this discussion could take place Friday evening instead of having a reception.

Frierson suggested that we also invite UNC history professor Jay Smith, author of the book *Cheated: The UNC Scandal, the Education of Athletes, and the Future of Big-Time College Sports*, who details the scheme for easy A's for athletes and the attempts to cover it up. In the late issue of *Academe*, the monthly publication of AAUP, Jay Smith describes how big time sports and the money it generates can impact academic freedom:

[Academic Freedom Meet Big Time College Sports](#)

Elizabeth Keathley has expressed willingness and interest in organizing a faculty panel on this topic. Some members thought a dynamic panel might include Lisa Levenstein, Cat Warren, and Spoma Jovanovic. The panel might be entitled something like: “Should I Teach It? Should I Say It?” It could address ways that faculty members should be safe-guarding themselves.

Appendix I:

UNCG Faculty Senate Ad Hoc Committee on Non-Tenure Track Faculty Issues Recommended Best Practices

The Ad Hoc Committee on Non-Tenure Track (NTT) Faculty Issues was established and tasked to review existing policies and practices governing NTT faculty; and to recommend changes to improve NTT working conditions at UNCG. Based on a review of best practices regarding rights, benefits, appointment, promotion, and inclusion of NTT faculty, we have identified five recommendations for the faculty senate to consider. These recommendations reflect the university’s culminating response to the 2002 *Report and Recommendations Committee on Non-Tenure Track Faculty*¹ presented to the UNC Personnel and Tenure Committee of the UNC Board of Governors resulting in the following efforts:

- UNC Constituent Institution Responses to the Report of the Committee on Non-Tenure Track Faculty, 2008² (*includes UNCG’s response*)
- UNCG Task Force on Non-Tenure Track Faculty Reports: Phase I Interim Report, 2011³ and Phase II and Final Report, 2012⁴
- Committee on Fixed-Term Faculty and the Community and Diversity Committee at UNC-Chapel Hill, 2015⁵
- Survey Results of NTT Faculty at UNCG, 2016⁶

1. JOB SECURITY

As stated in the UNCG 2012 final task force report, “Multi---year contracts that increase in length with promotion should become standard as NTT faculty meet the criteria established by the University Guidelines” (p.24). The following guidelines are based on the recommendations presented by the Committee on Fixed-Term Faculty and the Community and Diversity Committee at UNC-Chapel Hill⁵:

¹2002 Report and Recommendations Committee on Non-Tenure Track Faculty:
<https://www.northcarolina.edu/sites/default/files/documents/bognttfacultyreport03-06-2002.pdf>

²UNC Constituent Institution Responses: http://faccoun.unc.edu/wp-content/uploads/2010/10/Non-Tenure_Track_Summary_2008.pdf

³UNCG 2011 NTT Task Force Phase I Report:
<https://drive.google.com/a/uncg.edu/file/d/0Bx0LuIgx8IFiYkl6SFBYaGJJUnc4NW9tUVBKWFpZWIZWSVMw/vie w?usp=sharing>

⁴UNCG 2012 NTT Task Force Final Report:

[https://provost.uncg.edu/documents/personnel/Final_&_Phase%20I_Report_of_the_UNCG_Task_Force_on_Non-Tenure_Track_Faculty.pdf](https://provost.uncg.edu/documents/personnel/Final_%20Phase%20I_Report_of_the_UNCG_Task_Force_on_Non-Tenure_Track_Faculty.pdf)

⁵ Committee on Fixed-Term Faculty and the Community and Diversity Committee at UNC-Chapel Hill (2015):

<http://facultygov.unc.edu/committees/appointed-committees/fixed-term-faculty-committee/committees-recommended-best-practices-related-to-fixed-term-faculty/?share=email&nb=1>

⁶ Survey Results of NTT Faculty at UNCG, 2016

Years of Service to the University

Contract Length

< 1 year

1 year

1 – 5 years

up to 3 years

> 5 years or Associate Professor/Senior Lecturer level or above

up to 5 years

2. PROMOTION/REAPPOINTMENT

Following the recommendations stated in the UNCG 2012 task report, policies and procedures guiding appointment, reappointment, and promotion in rank should be standard at both the University and unit levels for full-time NTT faculty. For consistency, the University Guidelines should include general areas for evaluation, criteria for promotion, and the appropriate timelines and documentation needed for achieving promotion and/or reappointment. Unit guidelines should describe the same areas with greater specificity. (pp. 23-24). This document should be updated and revised every 5 years by the academic unit.

3. PROFESSIONAL SUPPORT

Full-time NTT faculty should receive the same rights and privileges access to teaching and professional development resources generally available to full-time TT faculty, such as: mentoring in research and teaching through programs like the UNCG Mentoring Program; research leaves; eligibility for internal and external grant support; professional travel funds; reimbursement for professional dues or licensure fees; and eligibility for phased retirement and Emeritus status.

4. RENEWAL NOTICE

Decisions to renew the appointments of full-time fixed term faculty should be made with adequate notice, at least six months prior (or prior to January 1) to the end of the first year's appointment. Except in cases of urgent financial contingency, notice in advance of nonrenewal should increase to twelve months for individuals with at least ten years of continuous service. Individuals with appointments that fill an ongoing role in the unit whose contracts are not to be renewed should have access to an expedited process of review, so that a final decision can be made in a timely and responsible manner.

5. INCLUSION

When they have met the criteria for voting rights as specified in Article I, Section 1.2 of the UNCG Faculty Handbook, full-time clinical faculty should be fully integrated into their departments. This includes incorporating them into departmental governance by allowing them

to participate in departmental faculty meetings and advancing appropriate voting privileges. It also includes listing their names in university academic catalogs, faculty building directories, and departmental websites, and including them in all routine departmental and university mailings. Teaching faculty should be included in curriculum discussions. When requested, leadership development opportunities should be made available to fixed-term faculty. Leadership opportunities including departmental and university-wide service should be considered.

Ad-hoc Committee Members: CAS: Nodia Mena, BUS: James Milanese, EDU: Teresa Little, chair, HHS: Regina McCoy, VPA: Anthony Taylor, NUR: Angela Newman, LIB: Cathy Griffith

Appendix II:

Draft--Guidelines for NTT Faculty Renewal and Promotion—Faculty Council, College of Visual and Performing Arts, The University of North Carolina at Greensboro

Faculty Council Members: Welborn (Bill) Young (Music), chair, Dean Peter Alexander (ex officio), Chip Haas (Theatre), Jeffrey Ensign (Music), Patricia Wasserboehr (Art), Elizabeth Perrill (Art), B.J. Sullivan (Dance), and Andrew Willis (senior Faculty Senator from the CVPA.)

It is expected that NTT faculty will contribute to the mission of their unit, the CVPA and the University through their teaching, academic advising, and service.

Contract renewal and promotion for NTT faculty will follow the following guidelines:

Initial Appointment (Years 1-2): 2 year contract at the rank of Lecturer

- Renewal review will be conducted during the fall semester of the second contract year
- Renewal decision will be shared by the last day of academic classes for the fall semester
- Renewal will be for a two-year contract renewal
- Renewal review will be conducted by the Director of the faculty member's school, who will forward the review to the Dean for final evaluation.
- Renewal review will be based upon on the following measures:
 - o Peer review of teaching – one per year of contract
 - o Student evaluations
 - o Submission of a summary of service to the unit, CVPA and/or UNCG

2-Year Contract (Years 3-4): 2 year contract at the rank of Lecturer

- Renewal review will be conducted during the fall semester of the fourth contract year

- Renewal decision will be shared by the last day of academic classes for the fall semester
- Renewal will be for a three-year contract renewal
- Renewal review will be conducted by the Director of the faculty member's school, who will forward the review to the Dean for final evaluation.
- Renewal review will be based upon on the following measures:
 - o Peer review of teaching – one per year of contract
 - o Student evaluations
 - o Submission of a summary of service to the unit, CVPA and/or UNCG

3-Year Contract (Years 5-7): 3 year contract at rank of Lecturer

- Renewal/Promotion review will be conducted during the Spring semester of the sixth year
- Renewal/promotion decision will be shared by the last day of academic classes for the spring semester
- Renewal/Promotion review will be for a five-year contract renewal with promotion to Senior Lecturer
- Promotion and contract renewal will take effect at the end of the seventh year
- In the case of denial of renewal/promotion, the faculty member may serve out the final year of their contract
- Promotion will include a \$4,000 salary increase, in addition to any merit increase recommended by the School Director. If the College's budget does not permit a salary increase in a given year, the increase will be provided as soon as circumstances permit
- Renewal review will be based upon the following measures:
 - o Peer review of teaching – one per year of contract
 - o Student evaluations
 - o Submission of a dossier containing the following:
 - A curriculum vitae
 - Teaching portfolio
 - A summary of service to the unit, CVPA, and/or UNCG
 - Evidence of accomplishment in scholarship or creativity. Optional but not required
- Renewal/Promotion review will be conducted by the P & T committee of the School, who will forward their recommendation to the Director of the School
- The Director of the School will forward their recommendation to the Dean of the CVPA for final evaluation

5-Year Contract (Years 8-12): 5 year contract at rank of Senior Lecturer

- Renewal review will be conducted during the fall semester of the twelfth year
- Renewal decision will be shared by the last day of academic classes for the fall semester
- Renewal review will be for a five-year contract renewal
- Renewal review will be based upon the following measures:

- Peer review of teaching – one per year of contract
- Student evaluations
- Submission of a dossier containing the following:
 - A curriculum vitae
 - Teaching portfolio
 - A summary of service to the unit, CVPA, and/or UNCG
 - Evidence of accomplishment in scholarship or creativity. Optional but not required
- Renewal review will be conducted by the P & T committee of the School, who will forward their recommendation to the Director of the School
- The Director of the School will forward their recommendation to the Dean of the CVPA for final evaluation

All subsequent reviews will be based on a five-year renewal cycle and will follow the same review process.

Promotion to Principal Lecturer

Senior Lecturers have the option of requesting a promotion review during a subsequent renewal review. This will be a promotion to the rank of Principal Lecturer and will include a \$4,000 salary increase, in addition to any merit increase recommended by the School Director. If the College's budget does not permit a salary increase in a given year, the increase will be provided as soon as circumstances permit.

Senior Lecturers wishing to be considered for promotion to Principal Lecturer must provide evidence of excellence in teaching; advising; service to the unit, the CVPA, and/or UNCG; professional service; and/or scholarship or creative activity

- Promotion review will be conducted during the fall semester of last year of the current contract
- Promotion decision will be shared by the last day of academic classes for the fall semester
- Promotion review will be based upon the following measures:
 - Peer review of teaching – one per year of contract
 - Student evaluations
 - Submission of a dossier containing the following:
 - A curriculum vitae
 - Teaching portfolio
 - A summary of service to the unit, CVPA, and/or UNCG
 - Evidence of accomplishment in scholarship or creativity. Optional but not required
- Promotion review will be conducted by the P & T committee of the School, who will forward their recommendation to the Director of the School
- The Director of the School will forward their recommendation to the Dean of the CVPA for final evaluation

Visiting Lecturer

A visiting Lecturer may be appointed for a one-year term, with a subsequent one-year renewal. If the appointment is converted to a full-time Lecturer position, the two years of service as a visiting lecturer will count towards their time of service towards Senior Lecturer.

Appendix III:

AAUP's One Faculty Campaign

Dear AAUP member,

After last November's election, we expressed our concern about unique threats posed by the new administration to core institutions of our democracy and to academic freedom. In the months since, we have seen these threats begin to unfold.

Faculty members are being targeted and harassed, the freedom to join together on the job is in jeopardy, and producers of independent thought and knowledge, including faculty, scientists, and journalists, are threatened. The academic year has begun with a spate of racist incidents on campus, another travel ban aimed primarily at Muslims, the decision to end the DACA program that grants residency to many of our students, and, just last Thursday, a decision by the Supreme Court to take up a case that could strip workers in unions of rights.

We believe that democracy thrives on dissent, critical inquiry, free speech, and free research. And that means that we must do more than witness these events; we must resist them.

[That's why we invite you to check out our One Faculty, One Resistance campaign.](#)

The AAUP is the voice of the profession. As such, we've been speaking up for academic freedom for more than 100 years. And in these troubled times, we're doing it with renewed urgency and vigor.

We've created a central space for our campaigns and materials related to these threats-- materials to help you fight against targeted harassment of faculty and for the right to teach and conduct research freely, and to resist political interference and litmus tests in higher education.

[Take a look around and share news of the campaign! A powerful resistance requires collective action and voice. Click here to share.](#)

We'll be in touch soon.

Rudy Fichtenbaum
President, AAUP