

College Faculty Meeting
5 Nov. 2018

Professional Track Faculty: Initiatives across the university and college

- Thank Faculty Senators Marina Birkova, Jennifer Kuzma, David Fitzpatrick, for meeting w/ me and Jade Berry-James for offering to do so.
- Invite Steve Vincent to share Faculty Senate initiatives
 - Scandalous how NTT faculty are compensated and provided a career track
 - SV feels it's worse at NC State than nationally
 - 32% of courses taught by NTT; 50% first-year students taught by NTT.
 - 42% of courses in CHASS taught by NTT.
 - Three big issues: First is cultural. Rather than defining them as something they are not (Non-TT). NTT faculty should be included in department meetings
 - Voting on issues can vary by dept., but should include voting on other NTT faculty promotions.
 - Administration: Should bring to 0.75FTE, make contract terms longer.
 - Compensation: CHASS tends to pay the least. Get floor to \$48K for 0.75FTE.
- Issues
 - Academic tenure
 - What about advisors?
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- Three themes in the college:
 - Defining career pathways
 - Compensation
 - Security
- Career Track: College leadership adopted college rules requiring all departments hiring professional track faculty to have rules for appointment and promotion, and require that promotion be possible based on what we pay you to do.
- Compensation: Working on a "floor" for individual courses and salaries, and also committed to getting people close to 0.75FTE to get there so they are benefits eligible.
- Security: Working to move from semester by semester appointments, pay by enrollment, other mechanisms to annual contracts for Lecturers and min. 2-year contracts for all others.

The Near-Term Future of the College

- We've spent lots of time over past 5 years working on making resource distribution w/in the college fair, consistent, and transparent.
- Note: My second 5-year review is 1 month from today in Talley, so please come!
- Given the university is "planning to plan" it's next strategic plan next semester, I'd like to hear from faculty on goals for the next 3 years.
- Jennifer Kuzma and David Fitzpatrick have agreed to facilitate; I'm going to step out of the way so I can take notes and give them the floor.
- Three general questions

What should we consider as key goals in college next 3 years?

- STS; what is our identity? How do we clarify and convey our identity?
- Interdisciplinary, inter-college, how do we fit it together?
- Lots of similarities with COS in terms of identity and NTT issues

- Our college identity isn't very important; we are focused on our disciplines
- Need to clarify our communications?
- Cites example of my commencement remarks (What can you do with a degree in humanities & social sciences?) with faculty—how does our leadership matter on the campus and across other institutions? What is rewarded as we work toward promotion?
- Students and student success need to be front and center, not all about faculty. What is the relationship with increases in T/TT faculty and what do those faculty do for student success?
- Better compensation of faculty should be top of list.
- "University webmaster isn't very interested in us" What can we do to raise our visibility and impact? Problem with normative standards (e.g., grant comparisons) and implicit bias to see scholarship in our disciplines as opinion rather than scholarship.
- Talking across paradigms (colleges) is challenging. Maybe get our colleagues who do this a lot/well to talk to those of us who don't.
- We've had success in broad area of public understanding of science & technology. Let's keep it.
- Facilities: Is critical area of focus. Need to be engaged early in design so you don't end up with crappy facilities.
- Internal retreat system to foster scholarship. Could be thematic; like NHC fellowships to allow faculty to do cutting edge research.

Are there other units/colleges where we aren't doing a lot where we could lead?

- Employer surveys often cite the things we teach as important to their hiring.
- Inventory/map of what we're already doing.
- TB notes we have larger number of faculty who are PIs or co-PIs on inter-college/multi-institutional grants.
- New faculty is important; who do you hire?
- Need to maintain integrity of disciplines; need balanced approach to inter-disciplinarity and disciplinary excellence.
- Two big ideas: (1) we are over being a service college, but we are not judged by our own disciplinary standards.
- Collaboration and action: How do we work together to address complex problems? Is there support for interdisciplinary grants (e.g., seed grants)?
- Who are the natural partners and how do we develop our elevator pitch to get them interested?
- We have opportunities to link our work to Think and Do mission.
- How do we get engaged in things w/out serving instrumental role.

Who do we want to continue to be, start to be, and stop being?

- Are we a service college? No... but we have the unique responsibility and opportunity to touch every undergraduate student on campus. How do we capitalize on that?