Feedback re: Provost’s Policies

What changes do we want?

Kerry Abrams will attend next meeting

Provost’s office should be reviewing its first year in January

Tracks for academic gen fac – how should policy handle positions that don’t map onto those tracks

If you do away with tracks, you can only havethe most vague promotion review: won’t know if scholarship or teaching will count

One option would be to loosen the criteria—ex., percentage of teaching is too high

4-4-2 load looks different in every school

A lot of schools are bending it

Find exceptions; are they more than the rule?

School-specific policieshave beene stablished?review and promotion should be based on your job description

“we don’t need these tracks; we need reapply robust appointment letters?” – pushes everything back to the schools and makes everything less transparent

Hybrid teaching/research position?

You’re criteria for promotion be spelled out in your letter

Need a policy revision that requires a robust appointment letter with specific responsibilitiers?

Or we accept the track, loosen up the teaching track, and create a hybrid track, with specific responsibilities laid out

Language is overly strong-- must fit one of these three tracks, for ex.

Research track not allowing for enough teaching

Why is position not tenure=track? Having policies run through the hybrids track can address this question.

Are we conmfortable pushing for one of the alternatives?

Vote:

1. Ask that tracks be dropped in favor of apt lettres
2. Ask that tracks be loosened up to meet school needs
3. Present both—give reasons
4. Add a fourth track—hybrid track

Vote to present both to Kerry before our meeting with her

One-year contracts:

Not corresponding biudgetary support for three-year contracts

People need to reapply –

Change three one-year contracts to be followed by one three year contract?

Budget issue? We advocate for this to be addressed by deoartments

Needs to be clarified—what are reasons for hiring somebody for a year? Spanish dept is expensive given # of fac relative to number of student ts

If it’s demonstrated that these positions have a long term need, you need to test fac three successive one-year contracts then move to three-year contract—secure funding

Employment letters carry no expectation of service, but al are doing service. Everyone is doing more than their required job.

Puts burden in training fac every three years, doing searches, recruitment

Perpetually hire three one-year contracts then let peo;le go; need to make commitment to hire after three one-yer contracted to be clear that three-one year contracts are probationary

Language needs to be really strong

\*Default should be one three-year contract; if there needs to be a one-year contract, the reasons/justification needs to be really clear **voted**

Certain percentage must be on three-year contracts

Do we want to use percentage solution?

Create a new structure with one-year contraxcts where all have to be run through provost’s office

Fixing budget false narrative

Notice:

1. Notice written into one-year contract?
2. Must be three months notice of non-renewal? (cannot use wage faculty to get around this) repeated use of wage faculty seems to be growing rapidly
3. six months first year; six months second year; one year thereafter

lecturer ranks – applied very inconstantly.

Only use lkecturer title for short-term positions (max of three years) – this was task force’s recommendation

Does it also apply to part-time people? Depends on whether short-term or long-term

It’s also been used for administrators who teach

If everyone is required to be a professor, do we risk depts. Making everybody staff?

Scps all wage fac lecturers—especially those fac who are teaching

Lecturer more “mature”

If people are doing equivalent job, they should have same title. But might be way they are hired. If you have somebody an obgyn at student bhealth vs hospital

Some depts. Have removed phd as requirement for lecturer rank but then preference phds in terms of hiring. It’s abusive.

Promotion criteria for teaching track fac

Two requirements

1. regional or national rep—rewrite to “regional rep or internal review” to cover if person is fantastic teacher and is not require dto do scholarship
2. enhanced teaching--