



NonTenureEligible Subcommittee of Personnel

Mid-year update 2-26-2018



Charge

- ▶ The subcommittee will explore and develop recommendations in the following NTE areas: Funding for hiring of NTE faculty members, pay raises, distribution of online revenue and its impact on funding both faculty members and supporting pay increases, job benefits, promotion, and emeritus status.



Members



- ▶ Dave Wells, Sr. Lecturer, chair, CISA-Tempe/downtown
- ▶ Tom Schildgen, former Senate President, Professor, Engineering-Poly
- ▶ Helene Ossipov, former Senate President, Assoc. Prof & Faculty Head, Linguistics-Tempe
- ▶ Jackie Wheeler, Principal Lecturer, English-Tempe
- ▶ Stefania Tracogna, Principal Lectuer, Math-Tempe
- ▶ Amy Shinabarger, Lecturer, CISA/English, Poly
- ▶ Bridget Seeley, Lecturer, Social and Family Dynamics-Tempe
- ▶ Robert Wood, Sr. Lecturer, W.P. Carey, Tempe
- ▶ Michael Walker, Instructor, New College, West
- ▶ Sandra Mayol-Kreiser (new), Clinical Assoc. Prof, College of Health Solutions, Downtown



Where we are so far

- ▶ Emeritus College—Nothing to prevent NTE faculty from being included, but membership goes through unit, college and provost's office—some units may not be offering equal opportunity to NTE faculty. Seeking how to encourage equal opportunity
- ▶ Professional Development—Large discrepancies across units/colleges and often support for NTE faculty, esp. instructors, not sufficient for them to cover costs of anywhere except local opportunities—in some cases even if they were the keynote speaker. Working on language for minimal support.
- ▶ For NTE on single-year contracts improving structures for notification if contract not going to be renewed the following year. Working on wording possibly paralleling a protection that Academic Professionals on annual contracts have—they receive at least 90 days from end of contract or receive some additional compensation.



Where we are so far

- ▶ With Online Task Force—Improving amount paid to unit delivering instruction. Currently \$250 per 3 hour class per student does not create reasonable breakeven point for class size, e.g., \$5,625 lecturer cost (\$45K) + 40% ERE=\$7,875 and breakeven point is 31.5 (with unrealistic assumption that all of that money went to instruction—if 80% goes then breakeven point is 39)
- ▶ Instructor career path. By definition instructors do not have career paths—looking for means by which instructors meeting certain criteria, e.g. terminal degree, hired via national search, meritorious service, and length of tenure—could have lines converted to lecturers.
- ▶ Paid leave options for NTE Faculty on multi-year contracts. Currently exploring whether accumulated sick hours might be an option.
- ▶ Planning to examine number of faculty eligible for MY contracts based on Administration's written policy and number current receiving MY contracts