



**Annual Committee Report
Academic Year 2018-2019**

Section I

Name of Committee: Non-Tenure-Eligible Subcommittee of Personnel

Submitted by Chairperson: Dave Wells, Sr. Lecturer, Leadership & Interdisciplinary Studies, College of Integrative Sciences and Arts

Date Submitted: June 21, 2019

NTE Subcommittee Roster; (composed of three Personnel committee members, two 2-year-term members, and two 1-year-term members, see NTE sub-committee annual report for details). The NTE was also open to other faculty who wished to serve in an ex-officio capacity. All were part of email correspondence.

Dave Wells (Personnel Committee member)
Sarah Bolmarcich (Personnel Committee member)
Robert Wood (Personnel Committee member)
Jeff Kingsbury (2-year term)
Jodi Swanson (2-year term)
Michael Walker (1-year term)
Jennifer Haskin (1-year term)

Ex-officio members who attended at least one meeting:

Jesse Chanley
Colleen Cordes
Marcella Gemelli
Lesley Manson
Sandra Mayol-Kreiser
Bridget Seeley
Jacqueline Wheeler

Ex-officio members not able to attend:

Valerie Adams
Matthew Martin
Ben Pandya
Amy Shinabarger
Patricia Swafford
Carrie Watson

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Overview Narrative:

The NTE subcommittee of the Personnel Committee (PC) met 4 times during the Spring 2019 semester after organizing more formally in Fall 2018 to discuss the various Request for Consultations (RFCs). The NTE subcommittee forwarded two RFCs on to the PC. The subcommittee actively engaged on three others with two additional ones only receiving cursory discussion.

Section II

Request for consultations reviewed by the committee, their outcomes and RFC will not automatically roll over into the next academic year. These were passed on to the Personnel Committee.

RFC-172 Funding formula from ASU online to academic unit

Issue: ASU online only provides one-sixth of the book rate for tuition (\$83 per credit hour) to the Colleges delivering instruction with the marginal improvement in credit hours (i.e., credit hours for 2018-2019 that exceeded the previous year's total) receiving instead one-fifth of the book rate for tuition (\$100 per credit hour). This amount is supposed to cover all College costs—administrative support, advising and instruction—related to ASU online. While minimum faculty salaries have increased, Colleges have been required to fund them internally. This modest adjustment is insufficient to cover these costs. In addition, many faculty report pressure to raise class size as a means to make ASU online more financially viable—which raises concerns about both work load and possibly educational quality. Students enrolled in ASU online do not seem well-served if the bulk of their tuition dollars are not supporting the courses they are enrolled in.

Outcome: Dave Wells drafted a statement regarding this issue in fall of 2018 for the NTE subcommittee to work on and provide input. A revised version was then sent to the PC. The PC revised it and voted on it to move forward. The statement was reviewed by UAC and received feedback. Two incoming campus senate presidents (Caroline Harrison, Simin Levinson) will review issue in summer of 2019, and will decide how to move forward next year.

Recommendation: While the issue has been moved forward, the NTE subcommittee will continue to monitor this as the issue continues to have implications that adversely impact faculty. Issues with ASU online compensation has already led CISA to violate ACD 501-03 on summer pay with the Provost's office condoning the violation, leading to an addition RFC for next year. This violation impacted all CISA faculty with salaries above the Dean's threshold amount, Most faculty in CISA are NTE.

RFC 160 Professional development funding for NTE faculty

Issue: Professional development support varies significantly across units. One of the units that does a poor job of supporting NTE faculty in this regard is English within CLAS. The NTE subcommittee drafted broad language to define what a minimum professional development budget ought to be. The Sanford School appears to be an exemplar in its support for NTE faculty.

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Outcome: A draft resolution was forwarded to the PC at the end of academic year but without sufficient time for the PC to fully vet it. A google doc with the draft resolution is currently open and the PC is asked to take this up for review and further action in the 2019-2020 academic year.

Section III

Ongoing request for consultations that need to be carried over to the next academic year and their current status.

RFC-171 Fifteen percent cap on multi-year contracts for the NTE faculty

Outcome: The NTE subcommittee drafted a resolution for the PC regarding having the university seeking to ask the Regents to move beyond the 15 percent cap on MY contracts. With helpful feedback from Senate President Donna Cataldo, the subcommittee has instead decided to pick up on ASU's vision as the "New American University" and a center of innovation to suggest ways in which personnel policies impacting NTE might be made more consistent with that vision in the form of an aspirational resolution. The NTE subcommittee has created a google doc for purposes of developing that resolution for further consideration by the PC when complete.

Related to this issue has been that the University has not been following the guidelines for RMY contracts as noted in President Crow's August 2015 memo. Full Clinic Professors and Principal Lecturers are eligible, but are typically not offered or given the opportunity to seek them. The committee had difficulties determining how many RMY contracts were being granted outside Barrett. However, with the publication of salaries by the Arizona Republic that query can now be done independently. The NTE subcommittee will compile the data from that database and determine what portion of faculty who are eligible for RMY contracts are receiving them. This will also enable the same calculation related to faculty who are eligible for MY contracts. The NTE subcommittee plans to inform the PC of their findings and seek a resolution on the RMY issue through dialogue with the administration. Database is here: <https://www.azcentral.com/pages/interactives/news/local/arizona-data/arizona-government-salary-database/>).

RFC-163 Exploring sabbatical type leaves for NTE faculty on MY contracts

Outcome: The NTE subcommittee created a working group to focus on this issue. The sabbatical type leave group has identified policies in place at McAlister College, the University of South Florida, and the University of Missouri. This is in addition to policies found at Indiana University and for one college at the University of Arizona that were identified in 2017-2018. The working group will continue to seek out models and language related to this aspiration goal will be included in the resolution that is tied to RFC-171.

RFC-162 Exploring Instructor career pathways

Outcome: The NTE subcommittee created a working group to focus on this issue. Efforts to find out from the Provost's office or survey the portion of instructors who were long-time employees of ASU were not successful. The ability to search has subsequently changed. The Arizona Republic database

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will enable the NTE subcommittee to identify the hire date of everyone employed as an instructor (though it's possible they were initially hired as a faculty associate) and to estimate the distribution of instructors by length of tenure at ASU. At least 20 percent appear to have been employed by ASU for at least 7 years. The working group will continue to seek out models from other institutions of higher education and language related to this aspiration goal will be included in the resolution that is tied to RFC-171.

RFC-161 Exploring notification periods for non-renewed NTE faculty members

RFC-64 Review of instructor and lecturer pay/career progression and other NTE issues

Outcome: The NTE subcommittee had discussion but did not move forward substantively on these RFC's and will carry them forward to the next academic year.

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