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Non-Tenure Track (NTT) Forum
Faculty Senate Executive Committee
9-30-24

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President-Elect Stone

Called to order at 3:30

History

Prior to 2017, NTT faculty not included in senate – the initiative to include NTT in the senate was led by Past Presidents B. Yildirim, B. Smith-Campbell, J. Jarman, and C. Shaw.

2018 – University Academic Affairs offered fast-track NTT promotion process.

Work Since

NTT Promotion

- 4.27 Promotion for Non-Tenure Track Faculty: Guidelines and Criteria
- 4.28 Promotion for Non-Tenure Track Faculty: Outline of Process of Review
- 4.29 Review for Non-Tenure Track Faculty Promotion: Procedures

4.01 Faculty Appointments, Standards of non-appointment (length of notice based on length of employment) – not published yet, approved in Faculty Senate (FS) May 2023; reapproved in FS in Jan 2024; in General Counsel (GC) review to prepare for publication; goal is this year.

4.13 Chair Policy and Procedures, Chair eligibility; approved in FS May 2024; in GC to prepare for publication; goal is this year.

3.42 Tuition Assistance Program for Employees; approved at KBOR; recently published.

Identified Future Work
- 4.13 Chair Policy and Procedures (electorate)
- 4.17 Graduate Faculty Membership (length of appointment for affiliate faculty)
- Other policies that assume NTT only teach
- Research funding (most is restricted to TT and tenured)

Ideas/Comments Shared by Attendees
- Lots of discussion on benefits/uses for new tuition assistance policy; Example: before teach certain courses, required to take a specific graduate course to prepare.
- Philosophical/culture change.
- NTT promotion – is 5 years necessary?
- Is sabbatical a possibility? There is no wording that excludes NTT faculty, but is the culture to only approve for tenured faculty.
- Supporting NTT faculty development.
- Leverage NTT faculty expertise to advocate for increased research.
- Research as a role of NTT – work through workload issues (much is dependent on the Chair)
- UNIscope provides a framework to recategorize activities (FAAR is UNIscope based)

- If research is not part of your role, will the work be counted towards your review?
- Highlight NTT faculty in WSU today – rotate colleges
- Focus on a sustainable high-achieving NTT structure for the university that complements TT/tenure.
- Need to move to more efficient use of university resources to support both NTT and TT/tenure.

Market-Based Compensation – President Muether
- Brief overview of President Muma's TF – Project Bridge – to work on the salary gap.

Adjourned 5:00

Minutes prepared by Rhonda Williams