

CT Caucus Fall Meeting
April 9, 2019
Minutes

Submitted by Josh Enszer, CT Caucus Secretary

Beth Morling started the meeting introducing herself and co-chair Terry Harvey. The others in attendance introduced themselves.

Social Event - this spring's fun and well-attended event was at McCool's for a happy hour on Feb 22. There will be a fall "welcome event" early next academic year!

Promotion Panel - was held on March 25. Notes should now be posted on the CT caucus website. You're welcome to contact the participants with questions or to get their dossiers. Plan for fall 2019 - dossier workshop (similar to what we did in fall 2018). This is targeted for people who plan to go up for promotion the next year (spring 2020 or later). UDAcademe is going away and a bookmarked PDF will be used for promotion instead.

Announcements from a recent (yesterday's!) faculty senate meeting - CT faculty now have a "Stop the Review Clock" policy like TT faculty do. Contract renewals and the six-year peer review can be delayed by a year for certain life events - there's a webform to fill out online to request the review clock to be stopped.

Promotion dossier evidential materials have been updated in the faculty handbook. The suggested list is bulleted rather than numbered (to avoid indicating a priority), and student course feedback is moved to the end of the list. There is also a note that student feedback can reflect unconscious bias.

Peer Observation - the FPOP (Faculty Peer Observation Program) came directly from previous CT caucus work. Those interested can contact Terry (tharvey@udel) or Hannah (hkim@udel) with questions. Currently we have 21 people in the program (7 groups of three, or "tripods"). The tripod holds across an academic year, to give enough time for each member to be observed by the other two members. Each observation is really three meetings (pre-meeting, observation, and post). FPOP focuses on formative observations rather than summative - it is not some "final evaluation" that is going to grade your performance as a teacher, but instead a way to collaborate with other faculty who are all interested in improving their teaching. Those who participate in the program do get a letter to include as evidence of improving teaching. An email with a link to sign up to indicate interest for future years will be coming out soon!

Questions and issues -

- What's the incentive for going up in rank early? There's a different minimum salary required for associate professors versus assistant professors. Also, S-contract rates increase for associate professors.
- It's also possible to go up for rank later than six years - the six-year review is at the chair/dean level only, while the promotion goes further and requires "external" review ("external" can be defined differently by departments to mean outside the unit, or outside the university, but the university doesn't require external to mean outside the university).
- There was some discussion about the timing of "pay bumps" (comes after six years/twelve semesters, rather than the promotion, if they don't happen concurrently).
- Some members shared experiences with inconsistencies in the six-year peer review/contract renewal between departments. For some programs, the by-laws/P&T docs for CT faculty remain unclear or shorter than those for TT faculty.
- [There is a document on the CT caucus website for recommendations for what belongs in P\(&T\) documents.](#)
- University-wide there are still problems with assessing workload. For example, what is excellence (or high quality) in research if your appointment is 5% research?
- Reminder: AAUP represents all faculty. Points of contact - Gerry Turkel contract maintenance officer (gmturkel@udel), Brian Hanson grievance officer (hanson@udel).
- Symposium from AAUP/ADVANCE/etc on mentoring and service and how to evaluate it. May 6, 12-2p, Morris Library 1941 Room

Elections are happening soon! Open positions include co-chair (2 years), clerk and webmaster (2 years), member at large (3 years). Additional meetings of the exec board are limited (just a couple each semester) and everyone on the exec board is great. Join us!

Schedule:

Nominations due by Fri 4/26

Announce candidates (with short statements from each) Mon 4/29

Vote online May 13-17