

Fall 2020 Full CT Caucus Meeting Minutes  
Tuesday, 20 October 2020 3:30 pm  
Submitted by Josh Enszer, CT Caucus secretary

## **Social Events: Past and Future**

Zoom Coffee hour was held in September in part to welcome new CT faculty. We had about 25 members in attendance. We wrapped up with a team Quizzo. We typically hold one social in the fall and one in the spring - it's nice to get together to meet and to enjoy one another's company. Hannah asked for any suggestions to be posted to Zoom chat or to be e-mailed to her or Anna Wik.

## **Executive Committee Updates**

At the end of the spring 2020 semester, together with the election ballot, we polled CT Caucus members on a number of topics related to changes to their jobs because of the pandemic. Here are the high-level findings:

- **Quality of education:** This was the most frequently mentioned item and a testament to the commitment of CT faculty to their work. But concerns were also connected to workload issues: most CTs teach much more than their TT counterparts and converting several courses to online format simultaneously was daunting. There were concerns about insufficient training/support for these efforts, and more specific concerns related to lab/studio courses, maintaining community/engagement, etc.
- **Assessment:** Many CT faculty expressed concern about maintaining rigor and academic integrity. Requests were made for more help with running online exams, increased support for teaching assistants, and more guidance in terms of alternative assessments.
- **Resources for teaching online:** CT faculty expressed needs for both physical and electronic equipment to improve their courses: computers, tablets, printers, scanners, materials for remote labs/studios; more help with Canvas, Zoom, Google tools, electronic proctoring. Emphasis here was placed on concerns about changes to Canvas that would prevent multiple sections from being merged into a single site.

- Requests of administration: We asked that CT faculty be part of any task forces, especially in regards to academics and that administration make their decisions more transparently and in a timely manner for the fall. We asked for more support for online tools and recognition of the dramatic upset in work/life balance, both because many CT loads increased dramatically in teaching, plus little support/guidance was given for child/family care, stress, and the pandemic itself. We also requested assurances for the continuation of CT contracts as S-contracts were being removed, and appraisals/contract renewals may be impacted by perceived changes to teaching quality outside our control.

Thanks to the intervention/guidance from several CT faculty, the Canvas/multi-section issue seems to have been largely resolved.

CT faculty were put on many of the committees related to reopening this fall: Jenni Buckley on the president's main reopening committee, Bill Rose and Josh Enszer on Lynn Okagaki's academics committee, and Josh Enszer, Beth Morling, and Délice Willams on the online teaching subcommittee.

Last year the CT caucus leadership was approached by Bernard McKenna, president of the CAS faculty senate, to form an ad hoc committee to report on promotion issues for CT faculty, consistency, equity, and fairness across departments, as well as adherence to the faculty handbook and the 2015 Report of the Provost's Commission on Continuing Non-Tenure Track Faculty. There were three main categories investigated by this ad hoc committee - workload, voting rights, and the definition of "external review." The committee reported their findings to the CAS senate on Monday, Oct. 19 (the day before this meeting); at next semester's Spring CT Caucus meeting, we will invite the chairs of this adhoc committee, Alenka Hlousek-Raojcic and Beth Morling, and the other members of the committee to share their findings, recommendations, and reactions. The full report can be found at <https://docs.google.com/document/d/1Wepco7VVpJo-vijernVUA89iV-lifOA-O9EShl-TBNQ/edit?usp=sharin>

### **Faculty Peer Observation Program (FPOP) Update**

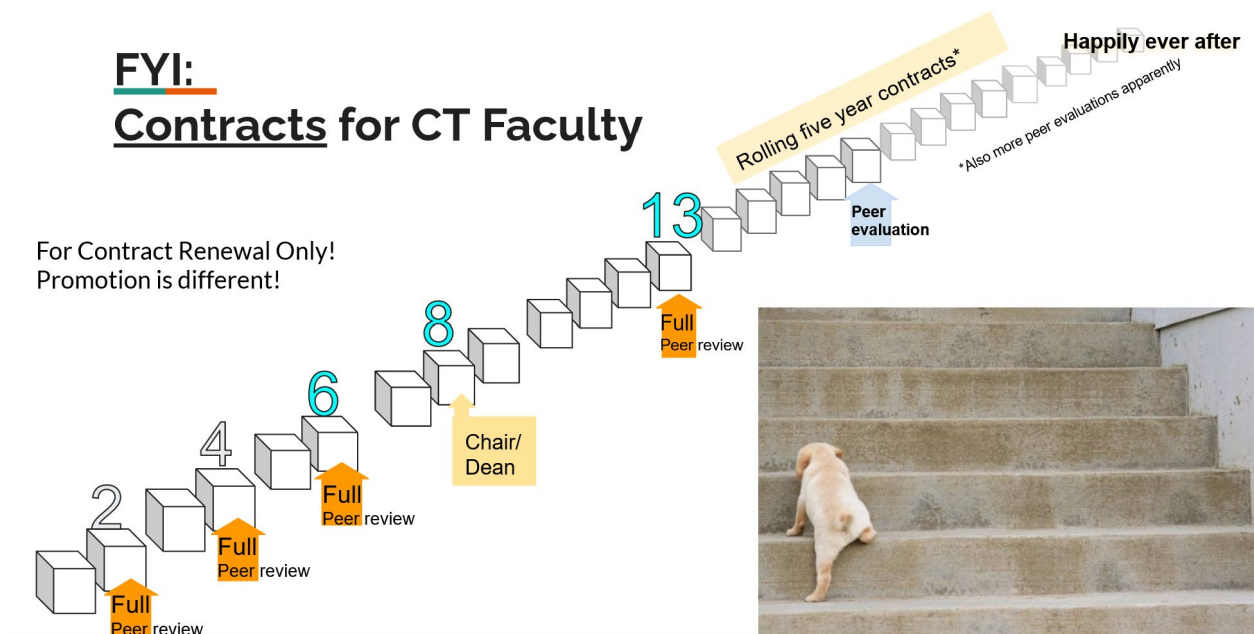
FPOP is on pause for this year in light of the difficulties observing one another - either Zoom is not the normal mode of teaching, or in-person teaching will be subject to room capacity issues. We plan to get the program up again in fall 2021. We will get letters of participation to last year's cohort soon.

## Dossier & Promotion Support

In past years we've done a fall dossier workshop and a spring panel talking to recently-promoted CT faculty. Participation in the fall event has dwindled, so we aren't holding this event this fall. We also have an increase in the number of associate professors going up for full. We invited recently-promoted CT faculty (from the past 2ish years) to make themselves available to mentor CT faculty who are working on dossiers. We really want to thank those experienced folks who are making themselves available to bounce ideas off of. We hope this is a helpful, more intimate way to get advice for dossiers. The list of volunteers is available on our website (<https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/8/3542/files/2020/10/CT-Faculty-Dossier-Prep-Mentors.pdf>)

We will still hold our spring promotion panel with Matt Kinservik's office. Stay tuned!

We quickly reviewed our CT promotion diagram.



## Spring Semester Programming

More information will come in the spring for the logistics related to our annual promotion panel.

This coming spring we will hold elections for those interested in joining our leadership: open positions include co-chair, clerk, and member-at-large. You can nominate or self-nominate. We're also hoping for representation from every college.

## **Updates from AAUP (on the web: [aaupud.org](http://aaupud.org))**

Two reps from the AAUP, Vickie Fedele and Judy Celli, agreed to update us on where things are in terms of our general bargaining agreement. Vickie thanked everyone who reached out to their union reps to provide input. She also thanked the members of the union - 63% of all faculty are members of the union, with CT faculty represented even more than that. A subcommittee was formed, including Mark Serva and Suresh Sundaram.

As a result of the requests of the AAUP for more transparency in finances, a new website was created by the administration. The union is currently reviewing the materials to see if they are broad and specific enough to merit returning to the bargaining table. CT voices are being heard at all levels of the union, in terms of leadership and representation on the various committees.

A reminder - no faculty should be asked to work for free (teaching in the winter, etc). This "direct dealing" is illegal, and in violation of our contract. If you feel your job is in danger because of illegal pressures like this, you should contact your department rep. If you are not comfortable talking to your department rep, Judy Celli is willing to help you if you contact her directly.

CT faculty are protected both by the faculty handbook and the collective bargaining agreement. We are encouraged to stand up for ourselves, and to ask AAUP leaders if there are any questions or concerns. These leaders, such as our contract maintenance office (Martha Buell) or grievance officer (Michael O'Neal), will keep your concerns in confidence.

Questions were asked about classes canceled this fall due to under-enrollment and if faculty could be forced to teach extra this winter/fall; or changes to workload (less service for more teaching); or changes to course sizes. Depending on one's specific contract, these are "nebulous" situations that may need to be brought to Martha Buell ([mjbuell@udel.edu](mailto:mjbuell@udel.edu)).

It was asked if the AAUP agrees to go back to the bargaining table if the CBA is no longer in effect. The CBA is in effect until it has been renegotiated and agreed upon by both parties.

It was pointed out that the administration has recently made incorrect statements, saying they are in negotiation with the union. To be clear, this process has not yet begun.

More questions and conversation commenced about the extra year afforded to the P&T schedule and implications related to documentation, the “pay bump” at the end of years 6 and 13. To protect the confidentiality of individuals and their personal circumstances, specific details are not captured here. Vickie will get some specific answers to the CT caucus leadership, who can pass it on as we get it.

We really appreciate the work of the AAUP and the CT faculty agreeing to serve!