

Spring 2021 Full CT Caucus Meeting Minutes
Wednesday, 21 April 2021 3:30 pm
Submitted by Josh Enszer, CT Caucus secretary

Executive Committee Updates:

Jens provided an update on the work from the caucus executive committee.

In the fall 2020 semester we disseminated a survey to get a sense of the transition to online in the spring/fall lead to changes on workload, which started pretty modestly without a long-term plan for how to collect and use this information. However, one theme that came through was a concern about increases in class sizes and the potential impact on workload. Over the winter a short report was written up and sent over the CT caucus mailing list.

Early in the spring semester, the caucus leadership sat down with representatives from the AAUP and reps from the faculty senate to discuss our findings. The main takeaway from these groups is that course size and workload is resolved at the department level, via the chair. What we gathered is that there is obvious variability across departments, but there also appears to be some discrepancy **within** some departments.

Together with some senators we drafted a [resolution](#) to do a more systematic review of this issue, via the formation of an ad hoc committee on class size and enrollment caps. Thanks to all who also lobbied their senators, and also to those who volunteered to serve on this committee.

It's also important to note that if anyone feels like they have a workload issue that violates our bargaining agreement, they should contact their AAUP reps before agreeing to shut a situation (it's harder to address "after the fact").

Promotion Panel Update:

Katya gave a summary of this spring's promotion panel, co-sponsored by the CT Caucus and the Vice Provost for Faculty Affairs, Matt Kinservik, held on April 7 of this year. She extended thanks to the panelists: Christine Cucciare, Jennifer Graber, Rusty Lee, Nike Olabisi, as well as Matt as the moderator. There were over 60 CT faculty who attended some or all of the session! Notes from the meeting were prepared and are posted to the [CT Caucus website](#).

Stacie Chirnside from the AAUP mentioned that there will be a 2% structural raise for the 2021-2022 AY.

CAS Committee on Promotion Documents for CT Faculty:

Anna introduced Beth Morling, one of the committee chairs from an ad hoc committee put together within the College of Arts and Sciences to check for clarity and consistency for CT faculty in promotion documents.

Committee Chairs: Alenka Hlousek-Radojic and Beth Morling

Additional Committee Members: Christine Cucciarre and Asia Friedman

The committee coded all the P&T docs in the CAS for three things: (1) workload statement, (2) voting privileges, and (3) external review guidelines.

Workload: does the document specifically say that CT faculty should be evaluated based on workload (excellence in their “primary” area). 24/25 have the required workload policy statement. The other was missing (it’s possible that department’s docs just hadn’t been updated and cleared at all levels at the time of the document review).

Voting: do CT faculty get to vote on promotion for other CT faculty? TT faculty? Based on the committee reading, 5/25 do not allow voting on P&T related decisions at all, but otherwise there is variation in whether CT faculty can vote on promotion of CTs, tenure of TTs, and promotion of TT faculty. The report mentions a clear power imbalance in departments, that TTs get to vote on CT affairs but not the other way around.

Beth also noted that there are differences in what is done in practice versus what the formal documents currently say.

External review: 7/25 department documents did not explicitly mention external review for CT faculty. Different departments define “external” differently - 9/25 say outside the unit, 1 says outside the college, 2 say outside the university, and the rest are not clear. Lastly they notes that most departments do not say what goes out for review (6/25 explicitly say dossier; 1/25 says evidential materials; 1/25 says teaching portfolio; rest are implied/unclear).

We briefly discussed that the university is currently revisiting the definition of “external” reviews. The faculty handbook currently says (as minimum standards for promotion at the university level; units may have higher standards) that external can be external to the unit but internal to the university.

We also discussed the differences between the ranks of instructors and professors.

The full report from the CAS ad hoc committee can be found here: [Report to CAS Senate](#)
Thanks once more to this group for the work they did and shared! It was suggested that other colleges review this doc and especially the methods section if they want to do their own similar analysis.

Elections:

Josh reiterated the call for nominations for leaders of the CT Caucus for the 2021-2022 academic year. The deadline for nominations (via email to Josh, enszer@udel.edu) is Monday, April 26, so that the slate of candidates can be announced by April 28. Then, the election will be conducted via electronic ballot (Qualtrics) between May 12 and 14. This year, the three open positions include Co-chair, Member-at-large, and Clerk.

Social Events:

As previously announced, we plan to hold a CT Caucus social on May 14th at 3:30 PM. Anna conducted a Zoom poll to get a sense of interest and whether the event would be virtual or possibly in-person. We can apply for special permission to gather outside somewhere on campus like the green. We were split about $\frac{2}{3}$, $\frac{1}{3}$ out of the faculty who voted in favor of an in-person versus virtual gathering. Out of concern for those who want to do a virtual gathering, we will work on a plan for that for one more semester.

Announcements:

The [Faculty Peer Observation Program](#) should be looking to re-launch for the 2021-2022 academic year, though most of the original leaders will be on sabbatical this coming year. We are looking for past participants who might be able to lead and train the next cohort of faculty interested in this opportunity. Those interested in helping to organize should contact Josh (enszer@udel.edu) and those interested in participating should keep an eye out for an announcement and Qualtrics registration form sometime this summer or early fall.

The [Summer Institute on Teaching](#) will be held virtually from 9:30 am to 3:00 pm on June 2 and 3. Registration is now open.

Other business as brought up by those in attendance:

Stefanie DeVito announced that there will be a training run through CTAL about teaching innovations in light of COVID and the transition back to hybrid and eventually in-person learning, especially in high-enrollment classes. What would be the best way to disseminate this information such that it is useful and digestible? Formal papers? A shared google drive? UDaily articles? (Also what ways would you NOT want this information to be shared?) If you have ideas for this professional learning community, please email her (sdevito@udel.edu) or Jay Lunden (jlunden@udel.edu) at CTAL.

Another member followed up with a question she asked at a previous meeting about sabbatical leave if a CT faculty member started as part-time. While on the temporary track you are not eligible for sabbatical or promotion. If you become permanent (CT), those years can add up and count toward promotion, but that time does not count toward promotion.

Another member mentioned that we're seeing more temporary lines appearing replacing old TT/CT lines, perhaps ostensibly during the hiring freeze. It's going to be hard to have any semblance of continuity if lines will be turning over that frequently. Stacie says she will take this observation back to the AAUP.

Hannah added that the CT Caucus leadership will **not** be sending out an additional poll related to experiences this semester as we previously announced we might. With the formation of the ad hoc committee in the faculty senate, we are going to leave it up to them to investigate the current state of course sizes and workload.