

Spring 2022 Full CT Caucus Meeting Minutes  
Wednesday, 13 April 2022 3:30 pm  
Submitted by Josh Enszer, CT Caucus Secretary

Members of the executive board introduced themselves.

1) Announcements - Faculty Success Initiatives

Three general announcements were provided at the start of the meeting:

The Faculty Success Program should be starting up additional programming soon - look out for an application in May. Questions can be directed to Jennifer Saylor ([jsaylor@udel.edu](mailto:jsaylor@udel.edu)) or Dana Veron ([dveron@udel.edu](mailto:dveron@udel.edu)).

Julie Karand in the biomedical engineering department is hosting a guest speaker (Joe Tranquillo, Bucknell University) later this month who is leading a faculty development workshop. Advanced registration is appreciated but not required, [here](#).

Session proposals for the Summer Institute on Teaching are due April 18 and can be submitted [here](#).

2) CT Promotion Panel Follow-Up

Katya Roelse reported that we had 21 faculty attend the panel on CT promotion held last Friday (April 8). Thanks again to our panelists: Jill Ewing Flynn (Professor, English), John Jebb (Associate Professor, English), Julia Bayuk (Associate Professor, Business Administration, Marketing), Renee Dong (Associate Professor, Languages, Literatures, & Cultures).

We recognize that there are a growing number of opportunities for discussion about promotion - this is still to date the only one focused entirely on CT faculty.

3) Senate Ad Hoc Committee on Class Size

Jens Schubert gave an update on the ad hoc committee work in the faculty senate looking at class sizes. The committee is working on a report that will summarize the findings of their work and hopefully lead to further consideration of policies related to class size and workload.

4) General University Research (GUR) Grant Program

Victor Perez chaired an ad hoc committee (other members included Ryan Pohligh and Meghan Dabkowski) that looked into the GUR program funding and CT faculty access to it. For some time it wasn't available to CTs or they were penalized within the rubric solely for being CT. The committee is looking into how often CTs apply for this process and general awareness about the program, and what the rates of CTs success versus TT success are. This program is generally

meant to help kickstart research funding, which is important for TT assistant professors, but given the lower workload/slower pace for CT faculty, the program is now open to CT faculty of all ranks. There was a GUR info session earlier that presented a new rubric (<https://research.udel.edu/wp-content/uploads/2021/12/GUR-proposal-rubric-matrix.pdf>) that now allow for CTs of all rank to count similar to TT assistant professor. The workshop recording can be accessed here: [https://capture.udel.edu/media/Research+WorkshopA+GUR+Exchange/1\\_vaspsu1j](https://capture.udel.edu/media/Research+WorkshopA+GUR+Exchange/1_vaspsu1j). Starting around 34 minutes, the recent changes to the GUR program are being discussed.

Some members shared their experiences with the program. It sounds like some departments actively discourage their CT faculty from applying (the perception being it would “take away” from money available to TT assistant professors) and that there is still potential for bias against CT faculty given the way some of the information is written.

#### 5) COACHE Survey Analysis

Katya Roelse reported from her part on the COACHE survey working group “Nature of Work: Service.” In this survey, UD responses are compared internally and across other universities. The group qualitatively and quantitatively analyzed more than 100 responses, being asked what factors detract from satisfaction, what can UD do to improve, and what are thoughts on promotion & tenure practices. “Too much service/too many assignments” was one of the worst aspects of working at UD.

Four major themes emerged with the largest differences in opinion between CT and TT:

1. Too much service/administrative work/and increased
2. Support for service work has decreased over time
3. Service is not adequately recognized or rewarded compared to how much time faculty spend on it
4. The workload is inequitably distributed

Recommendations were made; among them, looking to model departments at peer institutions (visual and performing arts faculty were relatively more content), make service more transparent in P&T, publicize and reward service, cross-coordinate to prevent redundancy, train deans/chairs on how to evaluate excellence in service, focus on the work the service does, not just job titles; increase staff; not create more committees where the results will not be acted on.

#### 6) Collective Bargaining/AAUP-UD

Stacey Chirnside gave an update on the bargaining process for our next General Bargaining Agreement. This time around, the executive committee of AAUP-UD appointed a lawyer to join the bargaining team. Subcommittees have also been formed for this process; Stacey is part of the survey development team. Other subcommittees are to grow membership (the more paid members of the union we have, the more we can show power/representation), and to look into

the university budget to prepare counter-arguments if the administration is trying to reduce financial support for faculty.

In Fall 2020, a survey on CT issues related to teaching workload, increased class sizes, modalities of teaching, grading, time requirements, and service loads was conducted.

There was some discussion about inequities in ways that course sizes/modalities are counted toward workload, reiterating the need and appreciation for the senate ad hoc committee looking into the issue.

Michael O'Neal (grievance officer) has said he is willing to talk to the CT Caucus about the grievance process. Martha Buell is the current contract maintenance officer. They are happy to meet with people about where to go, who to approach and how, if any individual faculty member has a problem to resolve.

Stacey is willing to collect any questions.

## 7) Website Issues with Faculty Directories

Earlier this semester, we learned that Lerner College had changed its faculty roster websites during the winter break to segregate faculty, T/TT on top of the page and CT toward the bottom. The CT executive board members conducted a review of all UD faculty roster websites to investigate whether other units separate their faculty. The board members identified the departments of Physical Therapy and Chemistry with divided faculty roster websites. The CT executive board contacted all three units; Physical Therapy reviewed its website and went back to the original version. Chemistry did not respond but has quietly changed their site to list faculty together but "tag" just the CT faculty beneath their titles to identify them as Continuing Track (no such tags for T/TT faculty). Lerner administration has been in touch with CT Caucus leadership, and an informal ad hoc group of other CTs in Lerner. Lerner administration stated that the website classification of CT and T/TT is necessary to inform future job candidates about promotion requirements. The informal ad hoc group discussed pros and cons and considered various alternatives. The group recommended that an official task force be formed with the representation of all stakeholders - administration, hiring committees, T/TT, CT faculty - Lerner administration declined. The administration already had a plan to revise the website which they stated would follow the 2015 CNTT commission report, tagging all faculty as "Continuing Track" or "Tenure Track/Tenured."

The CT Caucus executive board met with Matt Kinservik last week to discuss the concerns. One issue is dialogue - that these changes impact CT faculty but CT faculty were neither involved in the discussion nor informed of the change. The other issue is convention - aside from Chemistry and Lerner, faculty website rosters list CTs and TTs alphabetically without any explicit "tag" or classification. Also, since CT faculty have such a diversity of workload, tagging faculty as CT doesn't seem to add specific information about the responsibilities of that faculty member. There is also concern that this impacts the overall collegiality of units, the ability to attract and retain the best CT faculty at UD, and the adverse impacts on CT faculty's ability to contribute to the

University's research mission (external grants, conference acceptances, manuscript reviews, and paper acceptances).

Matt Kinservik suggested waiting and proposing a plan for the new provost when they arrive. In the meantime, Matt Kinservik will ask all deans and chairs not to make any similar edits to unit websites. The CT Caucus intends to survey the entirety of the CT faculty to assess the Caucus members' opinions.

#### 8) Executive Board Elections

Three executive board members' terms end this semester: Co-chair (Anna Wik), Secretary (Josh Enszer), and Member-at-large (Chanele Moore). We are seeking nominations and self-nominations! <https://forms.gle/dxjHkiffcuxgRePZA> Please nominate by April 20 to give us time to contact nominees and collect statements.

Candidates will be announced by April 25, with the election ballot open (via Qualtrics) from May 9 until May 13.

#### 9) Other Business

We will work on identifying a way to meet in person for a Spring Social.