

January 13, 2014
2:05 – 4:00pm, STCN 130

Present: Jeffrey Anderson, David Arnesen, Brady Carlson, Brooke Coleman, Karen Cowgill, Isiaah Crawford, Tito Cruz, Lynn Deeken, Bill Ehmann, Terry Foster, Chuck Lawrence, Kristi Lee, Michael Matriotti, Sean McDowell, Patrick Murphy, David Neel, Erik Olsen, Katherine Raichle, Roshanak Roshandel, Rob Rutherford, Health Spencer, John Strait

Minutes taken by Rosa Hughes

Review of 12-2-13 Minutes

A. Approved with one abstention

Non-Tenure Track Faculty/ Unionization

Faculty Staff Assembly of College of Arts and Sciences (*Guests: Teresa Earenfight, Arun Iyer*)

- ii. Increasing each year, which FY15 budget requests seeking to increase FTNTT salary minimums to \$45,000/\$48,000 and plan to seek funding for FY16 to further increase them to \$48,000/\$50,000
 - b. Faculty growth since 2003
 - i. FTNTT faculty has grown 80% from 95 to 171
 - ii. FTT/TT faculty has grown 27% from 266 to 338
 - iii. Part time (PT) faculty has grown 31% from 161 to 212
 - iv. Total faculty growth of 38% from 522 to 721
 - c. Seattle University Academic Appointments, Titles and Conditions of Employment Document (AKA the Faculty Titles Document)
 - i. Approved for use as a Working Document by AcA on May 9, 2011
 - ii. Structure and outline the duties associated with each type of faculty appointment
 - iii. Will be codified within the SU faculty handbook that is currently under revision
 - iv. Provides a path for promotion for FTNTT and PT faculty
 - d. Appointment Notifications and Accommodations
 - i. Since 2010, the majority of FTNTT faculty receive their letters of continuing appointment in the spring for the following academic year similar to TT/T faculty
 - ii. Colleges/Schools have the ability to provide FTNTT faculty multi-year appointments and have done so over the past three years
 - iii. Colleges/Schools needing a position that is more than half time (i.e., teach more than the equivalent of four courses during an academic year) but less than full-time (1.0 FTE) can offer modified full-time appointments to individuals to fill these unique needs that provide salary and benefits, calculated as a percentage of the full-time salary
 - 3. The university provides benefits to part time, non-tenure track faculty who teach four courses during an academic year, an arrangement that is uncommon at most other universities
 - 4. Future measures
 - a. As part of the university's ongoing PT Faculty Initiative, the Division of Academic Affairs in conjunction with HR is attempting to benchmark PT faculty salaries and the Division's FY15 budget proposal will include a request for funds to increase PT faculty salaries based on the outcome of this research
 - b. AcA is considering a request from the Provost to amend its bylaws to provide PT faculty with voice and vote on its body (FTNTT hold seats on AcA)
- C. Discussion
- 1. Faculty have expressed fear about losing their job if they talk about this, so there will be further communication from Provost office addressing those concerns
 - 2. There is a distinction between the FTNTT faculty (whose situation has improved) and the part time (whose situation has not improved, for the most part)
 - a. Limit of four courses for part time faculty

Theresa Earenfight: College of Arts and Sciences = 121 tenured or tenure-track faculty, 62 NTT contracted for full-time for AY 2013/2014. The number of part-time adjunct faculty in the College is anyone's guess (the Dean's office is trying to

