

2016-2017 Year-End Committee Report

Committee:	Non-tenure-eligible (NTE)
Chair:	Heather Colburn
# of Meetings:	4

Completed Business and/or Accomplishments

Without a resolution on the July 2016 unionization vote, the NTE Committee found it quite difficult to effect movement on several of its planned agenda items during 2016-17. Nonetheless, through meetings and regular email contact, the NTE Committee continued to identify and address various issues affecting NTE faculty at NU. The NTE Committee worked primarily “behind the scenes,” through collaboration with other committees and units, in 2016-17.

- In 2015-16, the NTE Committee proposed that University Librarians have representation on the Senate; in 2016-17 several NTE Committee members worked throughout the year with senators from other committees and university administrators to bring that vote to the full Senate
- NTE Committee members collaborated with the Faculty Handbook Committee and university administrators to clarify/revise the Handbook
- NTE Committee members continued to serve as resources on NTE-related matters—including contact with NU media on the unionization efforts
- NTE Committee members re-examined the status of evaluation criteria/procedures (following up from 2015 committee work) to determine if NU schools have improved communication of these important policies to their NTE faculty

Unfinished/Continuing Business

- Continue efforts to ensure and/or enhance communication between school administrators and faculty regarding various procedures affecting NTE faculty
- Continue to seek clarification of hiring/evaluation criteria & procedures for NTE faculty (esp. in Bienen, Communication and Medill), in a way that ensures access for all faculty/potential faculty
- Continued examination of the evaluation criteria and procedures currently available for all NU schools, and ensure those reflect best practices, as well as address needs/concerns of each school’s faculty
- Continue to advocate and assist in efforts to clarify and document the terms of appointment, including senate representation, for various kinds of non-tenure eligible faculty

New Business for Next Year

1. Academic freedom policies: Clarification of how these apply for NTE faculty and how they are enforced for contract faculty
2. Standardization of non-renewal notice in schools currently without such a policy*
3. Move from one-year contracts to multi-year contracts for continuing NTE faculty in schools without that option*
4. Secure more data for NTE faculty from all schools (e.g., FSM, Medill, Communication) on the Provost's annual table, with subsequent analysis by the Salary & Benefits Committee*

* These issues will likely be affected by a vote/decision to unionize. Although that decision seems like it may never be handed down and thus there may not be a lot of incentive to make major changes, initial discussions could still bear fruit, and (even should unionization happen) possibly facilitate future negotiations. Likewise, should unionization not move forward, having discussions/initial work on these points would help shape a strong agenda for administration and the NTE Committee to work together to continue to improve conditions for NTE faculty.