

**CT Caucus Fall Meeting**  
**October 16, 2018**  
**Minutes**

Submitted by Josh Enszer, CT Caucus Secretary

Terry Harvey introduced the rest of the CT Caucus executive board. Everyone introduced themselves, departments, and time at UD as CT faculty.

(1) Welcome reception and future social events

We held our first ever social event this fall, attended by about 30 people at the Faculty Commons! We are hoping to hold an event in the spring semester and are exploring options. The most enthusiasm by those in attendance was given to an event in the later afternoon (3, 4 pm). Out of those with a preference, the interest is in something off-campus. Based on that, we will hold some sort of happy hour event on Main Street. Keep an eye on our website (and your email) for updates!

(2) Upcoming Dossier Workshop - 9 November

Based on requests in previous years, we're developing a walk-in workshop to help those looking to work on their promotion dossiers. Those who have been recently promoted will be on hand to share their successful documentation. For CT faculty, these dossiers can take on many forms. We have proposed about five stations for productive conversation:

Organized and readable dossier

Documenting service activities and their impact

Using UDAcademe

Documenting teaching effectiveness

"I'm sure I have questions but I don't know what they are"

This is not meant to be a series of talks; those running stations will not have formal presentations prepared.

This is open to anyone who's looking into documenting their work; you don't have to be going up for promotion just next year.

(3) Faculty Peer Observation Program (FPOP) update

Terry reminded everyone that the FPOP is a faculty-lead program for formative evaluation of teaching. We assemble "tripods" of teachers such that two people observe the other in a rotation. There is a pre-observation meeting, the actual observation, and a post-observation meeting. By observing others' teaching, the observers are also learning more about teaching while providing constructive feedback. This year we have seven groups formed, 21 participants in total. Participating in this program can be used as evidence in work to improve your teaching.

It was asked how this is different than having a member of CTAL conduct an observation. Terry emphasized the focus on peers and how you're not only just being observed but making the observation.

While there are a majority CT faculty in the program - this was developed largely through the CT caucus executive board - we do have some TT faculty participating as well.

In terms of CT career development, this is a great experience between major promotion events - you want these results in a timeframe that allows you to change your teaching and document your improvement. For that reason, potentially an "optimal" time is a few years before a major promotion, but anyone is welcome at any time. It's also possible to participate for more than one year.

It was asked if those teaching online or hybrid classes could participate in the program. There may even be tripods devoted to these sorts of observations in the future.

Shout out to CTAL for helping us in our work getting this program started.

(4) Q&A with the AAUP - Gerry Turkel, contract maintenance officer (gmturkel@udel)

The contract maintenance officer role is to interpret and implement the CBA, in consultation with the executive council. The union generally handles individual questions, such as related to salary data (for comparators). Gerry works with Matt Kinservik on policy issues; there's a committee looking at salary disparities based on compression and inversion. The first CT policy was established in the mid 90's, when there were about 100 people (70+% women) working for UD on yearly contracts without any annual evaluation, minimal salary increases, and no prospect of promotion or long-term status at the university. It was once proposed to convert all of those lines to TT lines. The AAUP worked to get UD to develop the CT career track. In 2013 during contract negotiations, ideas put forth in the senate would have reduced the role and status of CT faculty. The CT caucus was formed around this time and a commission was formed that ultimately lead to current CT policy. Turkel's article on CT history:

[https://www.aaup.org/sites/default/files/Turkel\\_2.pdf](https://www.aaup.org/sites/default/files/Turkel_2.pdf)

People will very often contact Gerry or the AAUP office with individual concerns like salary, promotion, workload, marginalization or unfair treatment, family leave, periodic reviews, committee selection. Consultation with the AAUP is confidential, so a lot of the work they do can't be spoken to (to use as examples). However, any time it appears that there's a violation of the collective bargaining agreement, they will help approach the issue.

One factor of differences for CT roles in departments is the proportion of faculty who are CT versus TT.

One question Gerry gets is why salary increases don't come with promotion. This is one of the differences spelled out by the faculty handbook - salary increases come with time at UD for CT faculty (after the 6th and 13th year) regardless of change in rank. HR is increasingly catching the cases where CT faculty are paid below the minimum for their rank. These minimums are posted

online.

A question was raised about concerns of CT promotion being held according to workload, rather than another standard (such as the high scholarship requirements for most TT faculty). The union has prevailed in any cases where they have been involved, because the CBA must be followed by the university.

You can now join the AAUP online. The level of membership of CT faculty is relatively low.

(5) Discussion - what are the voting standards in your department?

CT faculty are faculty! We can serve on faculty senate and on committees. Voting standards are different from department to department. For example, in psychological and brain sciences, CT vote on curriculum, hiring, chair appointments, and promotion (but not tenure) of TT faculty.

Voting on curriculum?

Hiring?

Chair appointments?

Voting on promotion/tenure cases?

Discussion included examples from these departments:

Women studies

Political science

Communication

English

Individual Department and College policies can be found here:

<https://provost.udel.edu/resources/faculty-policies/college-department-resources/>

(6) Spring semester programming

Just some quick announcements to close out the meeting: These events are coming this spring.

Promotion panel (separate from workshop this November)

CT exec committee elections will be held in the spring. Some members are rotating out of their positions.