

FACC GROUP MEETING
January 14, 2016
1:30-2:30 p.m.
COE 209

MINUTES

PRESENT: Dr. Bob Hoar, Dr. Tony Hecimovic, Dr. Diane Duin, Dr. Paul Pope, Mr. Bruce Brumley

Minutes: Recorded by Connie Nelson, Administrative Assistant in the Provost Office

The FACC committee has had several discussions regarding what is an Adjunct appointment and the different ranks, Assistant Professor, Associate Professor and Professor, that can be held by the Adjunct faculty member. Once given a rank as an Adjunct faculty member there is no rank advancement. Nationally, the Adjunct appointment is a part-time faculty title with no rank associated with it. The same is true at City College the title of Adjunct with no rank associated with it other than Instructor.

In the CBA, the Adjunct and Fixed Term appointments state they can have rank given at the time of hire but cannot apply for rank advancement from that point. The Lecturer appointment is the only yearly renewable appointment that does not come with a rank level like the Adjunct and Fixed Term. The Adjunct, Fixed Term and Lecturer appointments are yearly renewable appointments with no guarantee of reappointment. These coincide with the RNTTA (Renewable Non-Tenure Tract Appointment) City College offers. The highest rank an RNTTA faculty member can achieve is a Level II.

Because of the many overlaps in appointments, ranks and by-laws, this meeting is to begin the process toward the possibility of merging the two unions together.

For MSUB, the question presented is how do we get the Adjunct out of our system as an appointment, or more conformed to other institution's use of the word Adjunct? MYTCFA addresses it through supplemental agreements. It exists within the contract on criteria for Adjunct and rank. MYTCFA levels are the ranks, i.e., Level I, II, III and IV being the highest rank. Instructor, AP, AOP, P would be substituted for the levels and possibly starting at Level I or Instructor. It is suggested that main campus should follow the same rank assignment. The commissioner's office is looking favorably on our unions merging.

Ranks & Titles two approaches: 1. One is that match or start with a clean slate and start with the ones that make the most sense to everyone. 2. Clinical faculty designation, qualifications and what they mean. Clinical & Research added to a prefix rank allows for movement either way.

Agreement by the group: It is agreed by the group to change the appointment of Adjunct to denote part-time faculty Instructors in the CBA.

Add Outdoor Adventure Leadership to the terminal degree list. Special criteria in the CBA covers it. CAHP was added after the designation of terminal degrees listed in the CBA.

Create a matrix of levels, to include clinical designation along with research designation to be included. This would be a good place to start. The current CBA designates faculty as someone who teaches half time.

Keep lists of definitions that could apply to both campuses or associated with one campus only.

Non-tenure track with no progression should have the same classification on both campuses. RNTTA & Lecturer have to be reappointed yearly and can bring 2 years toward a tenure position. Position does not require research. These two appointments are the closest in wording and faculty requirements. Notification of non-renewal is April 1st otherwise the faculty has to be renewed.

Two Matrix's: tenure and non-tenure track, long term faculty
Within these if there are different sets of duties set up a sub-matrix.
Level II is the cap on rank advancement for the RNTTA faculty.

Tony asked Bob to share with everyone all the WI information, and Paul will share the Boston structures/information with the group. Look for it in the box. Tony will book COE 216 for the next meeting. Feb. 11th at 3:30. Later date Feb. 25th will be scheduled.

Next FACC Group Meeting: February 11, 2016
3:30-5:00 p.m.
COE 216

Adjourned 2:25 p.m.