

**Minutes**  
**Lecturers and Educators Congress**  
**February 26, 2020**  
**Fenster Hall 590, 4:30PM-5:30PM**

**Present:** Kyle Riismandel (President), Maria Stanko (VP), Scott Kent (Treasurer), Catherine Siemann (Secretary), Jose Alcala (HCAD), Jon Curley (Humanities), Caroline DeVan (Biology), Risa Gorelick (Humanities), Geraldine Milano (CEE), Tom Ogorzalek (HCAD), Jeffrey Reaves (NCE), Rafeeza Shahabudeen (Humanities), Jake Slovis (Humanities), Jaskirat Sodhi (NCE), Ryan Tolboom (YWCCS), Katherine Tyrol (Humanities), Chris Zeiner (NCE)

**Guest:** Bob Lazer, Human Resources

**I. Great Colleges to Work For Survey – Bob Lazer, Human Resources**

2020 version will run from March 9- April 3; NJIT will do the survey every 2 years.

No one should worry about being singled out for their individual responses; the university is concerned about the aggregates.

As a result of the last round, NJIT has added professional and supervisory development programs, functional graining and career progression opportunities. The Highlander High Five recognition program was a direct result, and they are looking at other opportunities for recognition.

There was a discussion of yield among surveys distributed, especially for adjuncts, who will not be included in the 2020 surveys.

**II. President's Report**

Master Teacher designation for University Lecturers – not yet resolved.

Faculty Senate will be having a meeting with the Board of Trustees; LEC should be represented when it happens.

**III. Committee Updates**

a. TLT Committee (Caroline DeVan)

- a. Microsoft bundling is changing. We pay for a certain number of licenses – a question which has arisen is should adjuncts have access to Microsoft Office? No final decision has been made, but Caroline is interested in collecting evidence as to whether adjuncts use it, want it. Everyone would still have access to the online “Lite” version. Tom asked if we couldn't check the data to see who's downloading it.

The LEC supports adjuncts having continued access to Microsoft programs, but also setting up a system that we can keep track of who's using it for future contracts.

b. Budget (Chris Zeiner)

- a. We have had no internal auditor for the past 4 years. They have been looking at specific items.
- b. NJIT is running into issues with Purchasing, because some of the rules are overly restrictive for the kind of innovative work they're doing.
- c. The endowment went up 17% this year.

**IV. Teaching Faculty Committee (Jaskirat Sodhi)**

Jaskirat presented a detailed slideshow to give us background on the matter. It began with background on the decrease in academia nationwide in full-time tenure track positions, as well as associated problems (pay differential, limited voice in decision-making, etc.). He has begun to look into institutions which have Teaching Professors (including Rutgers, Stevens, Drexel, Villanova, Penn State, and the University of California system).

He also presented a list of concerns including:

Rank v. Tenure

Workload

Pay

Issues – Workload, Pay, etc.

Evaluation

Professional Development (funding to attend conferences on teaching as well as subject matter conferences)

Acknowledgment (designations like Master Teacher; voice in shared governance)

Equality/Respect:

Jaskirat and Kyle will be heading the committee, and Kyle made a call for volunteers. Ideally, we would have a representative from every college at NJIT. They're looking to hear from people by Friday, March 6.

V. **PSA:** Caroline reminds us to join the Union if we are not already full members, and consider running for office.

VI. **Chief Information Officer Committee** – Jaskirat is on the committee. They have narrowed the candidates down for preliminary interviews with the committee, and then will choose 4-5 for campus visits in April. They hope to make the hire by the end of April.

The meeting ended around 5:40.

Respectfully submitted,

Catherine Siemann

