

## Minutes

### Lecturers and Educators Congress

March 9, 2022

4:30-5:30PM – [WebEx](#)

Present: Maria Stanko (president), Jaskirat Sodhi (vice president), Catherine Siemann (secretary), Scott Kent (treasurer), Caroline Devan, David Fisher, Geraldine Milano, Swapnil Moon, Robert Platt, Thomas Ogorzalek, Matthew Riegel, Matthew Toegel, Ryan Tolboom, Louis Wells, John Yarotsky, Chris Zeiner

#### I. President's Report

- *Incoming president Lim* – at Faculty Senate this past Tuesday; Q&A opportunity. Maria asked about his thoughts on the role of Lecturers, and he sounded potentially supportive.
- *ASEE conference* – at NJIT. Seats available in instruction workshop; NJIT will support 7 positions in total, 2 set aside for adjuncts; you can also pay to attend.
- *Committee on Women's Leadership* – Risa Gorelick will be co-chair and welcomes ideas for speakers & programming.

#### II. Pandemic Instructional Delivery

- *Student focus group feedback* – trying to understand how the pandemic & remote instruction in high school have affected their preparedness for college. Results: need more counseling,
- *Booster compliance* – booster compliance is dramatically lower than with original vaccination compliance. Working on student compliance; students who have not yet complied will get last priority for registration.
- No change yet to *mask requirement* but may be changing soon. Discussion of people's feelings about lifting the mandate and trying selective enforcement. We expect something by the end of spring break.

#### III. Committee Reports

- A. Faculty Senate - Jaskirat/Maria – meeting with new president, otherwise discussions about the new baseball field, the Egypt campus, the new dorm, potential vote of no confidence in President Bloom. Change in leadership, David Horntrop just took over as president through the end of the semester & Ellen Thomas will be returning as president next year.
- B. UCAN contract - Scott – the adjunct contract is up in June. Negotiations will happen this summer. New representative (Arseniy Gutnik) will be assigned to NJIT only. We got pay parity with Rutgers, but Rutgers got a new raise, also seniority pay for adjuncts after 10 semesters. 50%-75% tuition remission for adjuncts. Health care, which is unlikely to happen.
- C. Ad-hoc Committee on University Lecturers – Jaskirat – decided to rank our priorities. In approximate order: Inclusion in term faculty, voting rights, promotion system & title; pay equity; ability to move to TT; professional development, course releases, support for research.
- Pay equity analysis: Jaskirat looked at the average salaries for different NTT & TT positions in the schools – they are inconsistent between the schools, no third level for NTT, big jumps at each rank. Caroline clarified that the percentage from UL to Sr. UL is the same as the percentage raise from Assistant to Associate, but when you start at a lower place, it plays out differently.
- Tom asked about Architecture specifically; it is often handed differently. Geri suggested the notion of an appeals process for a UL or SUL whose contract has not been renewed, asking to state the rationale – Caroline offered to bring that to PSA.
- D. Finance – Chris
- E. TLT: Geri – new software: Panopto (recording software to replace Kaltura), Zoom to replace Webex, Hypothesis annotation software. Canvas will remain. Anyone interested in volunteering for testing any: [instruction@njit.edu](mailto:instruction@njit.edu)
- Cyber liability insurance now insists on a two-factor identification process, either next Fall or Spring. After username and password, there will be an additional authentication.
- Guidelines for Hybrid courses: draft was presented by Dan White; Geri & Marvin Nakayami are on a subcommittee looking into this, into SARA and its implications.
- F. CFRR – Geri – changes to the Faculty Handbook, not much that affected ULs. The committee is supportive of ULs.
- G. Elections - Caroline – is Election Coordinator, happy to have members for Election Committee. Election Buddy – new system. President, VP,

positions in NCE, CSLA, YWCC. First call for nominations will go out after Spring Break.

Updates to our constitution will also go up for a vote.