

Minutes

Lecturers and Educators Congress

Jan. 31, 2024

4:00-5:30 PM – Fenster 590 or [via Zoom](#)

Present: Maria Stanko (President), Jaskirat Sodhi (Vice President), Catherine Siemann (Secretary), Scott Kent (Treasurer), Mark Bess, Caroline Devan, David Fisher, Risa Gorelick, Ken Horwitz, Mary Konsolaki, Tom Ogorzalek, Dipesh Patel, Nellone Reid, Matthew Riegel, Matt Toegel, Ryan Tolboom, Chris Zeiner

- I. President's Report - Maria Stanko
 - a. Reps for Women's Faculty Advisory Council – we have a CSLA rep, but would like a second name, preferably from another college.
 - b. HCAD Dean search committee update – we provided six volunteers for the search committee.

- II. UCAN contract update - Scott Kent.
 - a. Vote ended at 5:30 yesterday; 100% of the adjuncts voted in favor of the new contract.
 - b. Cancellation of courses, 1/8th the week before classes, 1/5 if cancelled the first week of classes.
 - c. Raise retroactive to 9/1/22 – multiple raises, now to \$2515/credit. Retro checks for spring and for full amount. Another raise in the fall, and adjuncts who have taught 10 or more will be Senior Adjuncts; and after that, Senior Adjunct 2 for adjuncts who have taught 20 or more semesters.
 - d. Load credit multiplier is back.
 - e. Adjuncts can take up to 2 classes per semester for free after a certain number of semesters.
 - f. No health benefits, but they are creating a Medical FSA.
 - g. Professional Development Fund has increased, as has the amount each person can receive.
 - h. Adjuncts can have up to 3 classes/semester.

- i. Can change your mode of instruction for 3 sessions per course per semester, with permission.
[link from Scott with final document]

III. PSA contract update - Nellone Reid

There is a great deal for ULs/SULs in the agreement:

Remove salary caps for ULs/SULs

Increase the salary minimums that will impact about half of all ULs/SULs. \$65K minimum for ULs, \$75K for SULs. Effective as of July 2023. Additional increase to base for people making \$60K-up. 4% every year for the next 4 years – 16% increase over the course of the contract.

Across the board & discretionary increases, though

Sabbatical for ULs/SULs – same as eligible for 1 semester at full pay or 2 semesters at 80% pay. No more than 6 full year sabbaticals granted.

Funding for professional development including conferences, workshops, trainings.

Adjustments to teaching load, particularly for HCAD Lecturers.

Paid parental leave.

Multi-year contracts after 4 consecutive years of service.

PSA webinars Thursday and Friday. Non-members must sign up by 5pm on 1/31 in order to be able to vote.

The increase and the retroactive pay will be issued 90 days after ratification of the contract.

V. Committee Reports (switch with teaching track)

- a. Faculty Senate - Jaskirat Sodhi / Maria Stanko – aside from the Teaching Track discussion – proposals involving including Associate Professors on P&T committees. [Impetus, that so few Full Professors are women.]
Nomenclature of one particular degree, PhD in Engineering Science.

- b. TLT - Maria Stanko – in-class polling tool in Canvas will be introduced; new XR classroom is about to be available to schedule individual classes or to explore the tools; efforts underway to replace Banner – multiyear process, with academics probably going last.
- c. Finance Committee – Chris Zeiner – likely another tuition increase; housing is 90% occupied
- d. IST – Ryan Tolboom – move from Banner to Highlander Nexus; ARCS will be Research IT; data storage offsite in Piscataway; appointed a Chief Information Security Officer, Sharon Kelly; to streamline things and get data more available to the people who need it.

IV. Teaching Track Faculty proposal - Jaskirat Sodhi

Most detailed proposal presented to Faculty Senate last week; based on position negotiated with their Executive Committee.

Proposing Assistant, Associate, Full Teaching Professor ranks.

Keep University Lecturer title.

Keep or grandfather Senior University Lecturer title – if we keep it, the administration can use it to keep people

Existing PSA Contract.

Providing for everybody to be called Faculty rather than Instructional Staff.

New term: Voting Faculty which would include Tenure Track Faculty plus Teaching Faculty. ULs/SULs would still have voting rights within their departments but would not be able to represent their departments in University Senate. ULs/SULs/Adjuncts would be Faculty, but not Voting Faculty.

Debate over a terminal degree as a requirement, or whether Master's with equivalent industrial or instructional experience.

Debate over whether scholarly research can be part of what Teaching faculty can be promoted on. Tenured faculty worry that they would hire Teaching faculty at a lower rate and get them to do research. The Provost would like to see some kind of scholarly research as part of the duties.

VI. New business