

Minutes
Lecturers and Educators Congress
November 20, 2019
Fenster Hall 590, 4:30 PM–5:30 PM

Present: Kyle Riismandel (President), Maria Stanko (Vice President), Scott Kent (Treasurer), Catherine Siemann (Secretary), Caroline DeVan (Biology), Risa Gorelick (Humanities), Serhiy Levkov (ECE), Geraldine Milano (CEE), Tom Orgozalek (HCAD), Ratna Raj (ECE), Rafeeza Shahabudeen (Humanities), Jaskirat Sodhi (NCE), Ryan Tolboom (YWCC), Kate Tyrol (Humanities)

The meeting was called to order at 4:36pm.

I. President's Report

- a. Spring Workshop with CARE Team – a workshop for faculty & instructional staff is being planned, more information and date to come.
- b. Institute Faculty Meeting – December 4th, 2:30-4PM Jim Wise Theater – Lecturers are welcome to attend and to speak up
- c. LEC Representative to Assessment Committee – Catherine Siemann volunteered.

II. Provost and Executive Vice President Fadi Deek

Fadi Deek talked about his & his family's history as a lecturers and adjuncts at NJIT. In 2003, when he became Dean of CSLA, Bob Lynch of Humanities asked for help resolving the plight of the lecturers. He spoke about the progress that has been made, as well as that progress still remains to be made.

Teaching Faculty: For the 2025 strategic plan the goal is to create a category of teaching faculty (deleted non-tenure track from the original document). The Provost proposes three ranks just as with research faculty; it is up to the committees whether teaching faculty will be in line for tenure. He acknowledges that the salary structure is wrong.

Implementation Committees for 2025 Vision: Fadi recommends lecturers volunteer for the implementation committees for 2025. They will be led by vice presidents in those domains, except for resources which covers multiple disciplines. The board will act on February 6; it will launch on July 1. In spring the emails will go

out looking for volunteers. (In the 2020 Vision website, the appendices show what was discussed in the implementation meetings.)

Master Teacher Designation – there is support in the committee for ULs to become Master Teachers, but some of the faculty believe there should be a different designation, because ULs are already teaching focused. The Provost requested that we send him a memo about our ideas with regard to the Master Teacher or a similar designation for University Lecturers.

Adjunct pay parity with Rutgers-Newark: adjunct contract negotiations are in process and should soon be completed..

Pay parity for ULs who direct programs or advise large clubs or organizations: The Provost suggested that perhaps positions which have split duties should be divided 50/50 on the two scales, making it a dual appointment. He offered to discuss this with HR.

Teaching evaluations or other measures for supporting and improving teaching: The Provost believes the qualitative component is missing. There is a value in asking the students if they would recommend the professor, but ten questions like it do not add much. Observations and conversation would be more useful. Maria talked about what was going on in the committee which is working on these issues.

Promotion for U/Ls: The Provost discussed the system which is now in place, which includes a committee made up of lecturers. The most important item is the student evaluations – which is the wrong tool, providing the wrong data.

Definition of Teaching Load – credit hours vs. contact hours. Discussion for lecturer workload, and the difference between disciplines.

III. Committee Updates

- a. Facilities – Scott Kent provided a handout – There is a plan to install interaction nodes to help students work together. Wayfinding signage is to be added to campus. The Muller building is being torn down in the spring and will temporarily be replaced with a park, the NJIT Green at University Park. This will remain until a building is erected on the site, a signature building, most probably an academic building with classrooms and teaching labs.

The meeting ended at 5:35.

Respectfully submitted,

Catherine Siemann,
Secretary