



# MEETING MINUTES MAY 13, 2022

10–11:30 a.m. via Zoom

**Meeting called to order:** 10 a.m.

**In attendance:** Gwen Clancy, Ed Corbett, Patricia Cullinan, Kurt Ehlers, Nancy Faires, Heather Haddox, Emily King, Kerry Kuster, Johnathan Lam, Pat Miller (Chair), Gwen Raubolt, Gus Stuart, Jeff Whitesides, Amanda Williams

**Absent:** Lenaya Andersen, Susan Bluhm, Nancy Dibble, Nick DiMeo, Maddie Dolan, Karla Henricksen, Misty Kinser, Rob Lively, Heather Lupkey, Edwin Lyngar, Elizabeth Morgan

**Guests:** Jeffrey Alexander, John Kemp

## Dr. Jeffrey Alexander, VPAA

Dr. Alexander joined today’s meeting to share an opportunity for part-time faculty to research and use Open Educational Resources (OER) in the classrooms. Dr. Alexander advised faculty to speak with the department coordinator or chair to find out if this works for the faculty member and their department. The program will be in two phases. Phase one will be to study and research the resources to find out what is available. Compensation and the loan of an iPad are available. Phase two will provide an opportunity to adopt a resource and update the curriculum. Compensation is also available at phase two. A Canvas course will be built for the participants for idea and resource sharing. Please reach out to Dr. Alexander if you are interested.

Dr. Alexander also answered questions on how other institutions are recognizing and paying part-time faculty. Dr. Alexander noted several instructors have been hired full time, but many positions have been difficult to fill due to higher wage offerings in the private sector. Dr. Alexander is working towards providing a stipend for faculty to attend professional development workshops and on-boarding / open house events. He suggested to have the committee ask Brandy Scarnati to join the Part-Time Faculty Taskforce. Salary models being used at other institutions are a three-tier faculty structure with tenure/tenure-track instructors, full-time instructors, and adjunct faculty. Dr. Alexander was unsure if NSHE offers a full-time instructor tier. Other models offer adjunct faculty with seniority to have first refusal on additional course opportunities. The committee learned a lot and appreciated Dr. Alexander joining in today’s meeting.

## Approval of April 8, 2022 Minutes

*The April 8, 2022 Part-Time Faculty Committee Minutes were approved.*

## Issues to Discuss

**Part-Time Faculty Taskforce:** Heather Haddox suggested to take the top three items from the committee to Drs. Hilgersom and Alexander for the taskforce to research. Volunteers for the committee are Gwen Clancy, Pat Miller, Amanda Williams, and Dean Natalie Russell. Heather will submit the three items and volunteer names to administration. The three items are unpaid labor for assessment days and meetings, inclusion and consistency in departments for part-timers, and a pathway from part-time and full-time for those who want it. Pat noted the advocacy efforts of the committee are paying off. A part-time faculty member was recently hired full-time.

**Planning Council:** Gwen Clancy will stay on the council. Another person is needed. If more than one person volunteers, Gwen will step down so others can take part.

**Relationship with senate and expectations of our new senators:** Gus Stuart was able to briefly attend today’s meeting to say hi and introduce himself. Gus will find out how to get more representation for employees who are

categorized in positions such as Instructional Aide or Lab Assistants. Gus noted he will represent and vote for his constituency's majority desire regardless of his personal opinion on an issue.

**Fall schedule for Part-Time Faculty Committee:** Pat reviewed the meeting dates for Fall and offered discussion of the dates. There were no comments from the committee.

**Part-Time Faculty of the Month Awards:** The committee discussed the awards and noted it is nice to be honored, but everyone is working hard. Suggestions were to work with the Recognition and Activities Committee and have recognition on the award display walls. A major frustration is the few nominations received and how to get more nominees. Gwen Raubolt noted she had issues getting nominations for the Excellence in Teaching Award as well. Professional Development will be more involved in the future. This topic will be discussed in the Part-Time Faculty Taskforce.

**Future of Koffee Klatches:** Heather Haddox moved and Gwen Clancy seconded to suspend the Koffee Klatches. The motion passed with 9 ayes.

**Professional Development:** Pat asked if the Professional Development is inclusive of Part-Time Faculty. Heather noted the workshops are not well-attended and no stipends are offered for most of the sessions. Dr. Alexander and Tommie Guy are working on providing a stipend.

**Meeting adjourned:** 11:30 a.m.

**Next Meeting:** September 16, 2022