

Summary of NTT Task Force Report 2009

The following are excerpts from the Report with Rutgers AAUP-AFT's NTT Caucus comments in *Italics*.

- The University should make available two new title series for NTT faculty. One series should represent Professional Practice NTT faculty and the second, Teaching NTT faculty. *It's important to note that each recommended series includes a promotion pathway. The AAUP-AFT seeks to extend the concept of the promotion pathway for other NTT titles.*
- NTT faculty should be appointed for a fixed, renewable term of one to five years, contingent on an evaluation of performance, continued need and adequate funding. *This recommendation extends the possible contract length beyond the existing three year limit.*
- Decisions regarding the participation of NTT faculty in department and unit committees and governance should remain within the province of the individual departments and/or units. Each department or unit is encouraged to examine the role of NTT faculty within its own governance structures, and to make that role transparent and explicit, and as inclusive as appropriate. *Governance rights for NTT faculty have already been gradually expanded through the efforts of the AAUP-AFT and the University Senate. This recommendation continues to promote inclusive governance practices.*
- The University should provide opportunities to NTT faculty for professional development activities and acknowledgement of their success through participation in appropriate recognition programs. *Professional development is an important component in the evolution of a promotion pathway.*
- NTT faculty should continue to be included in the Faculty Compensation Program (FCP) for regular and enhanced salary increases, just as they are currently eligible for such increases. Units should be reminded annually of their eligibility. *This recommendation confirms existing policy but will assist the union in improving existing practice.*
- Policies and procedures regarding the evaluation, reappointment and promotion of NTT faculty shall be developed at the decanal level. Information regarding NTT policies, procedures, and positions should be clearly displayed on the unit and/or University website as appropriate. *Having more routine and transparent policies for evaluation, reappointment and promotion is another important component in the evolution of a promotion pathway.*
- Rutgers should continue to support non-immigrant visa sponsorship of foreign nationals holding certain NTT faculty positions. *Although this recommendation does not go beyond existing Rutgers policy the AAUP-AFT believes that national political developments may lead to improved visa and immigration policies for credentialed scientists and scholars. Rutgers should lead-- not trail behind-- national policy.*