

Contracts Taskforce Minutes

10.23.23

In attendance: Dr. Rodney Montague, Tabitha Young, Dr. Joel Vance, Dr. Amanda Matoushek, Dr. Michelle Taylor, Dr. Joe Beckett

10.10.23 minutes were approved.

Tabitha asked about peer institutions.

Joe Beckett—outside employment...fillable online form. Not meant to be punitive. The process needs to be fixed—in terms of when we should receive contracts. Faculty contracts are going to go through the deans, to the provost, then to the president for signatures. Should not be coming out in waves. Dr. Montague explained the negotiation process that occurred last year. Dr. Vance brought up contracts usually come out in March and non-renewal by December. Dr. Montague said contracts should be out by January.

Timeline—contracts go out end of the fall semester. Have them due by the start of the new semester. Schedule is due by February.

Dr. Matoushek brought up the illegality of multi-year contracts. Dr. Vance explained that all three business faculty were brought in on a three year contract.

Dr. Beckett stated that non-renewal should be December.

Standardized language across all campuses—some items were not possible (teaching at Beckley campus).

Dr. Beckett—suggested moving promotion and tenure to the fall semester. Be objective.

Dr. Vance asked about why it matters if the courses are online and in class.

Dr. Taylor--What do you see as our place on this taskforce? Timeline, non-renewal, peer institutions. Dr. Montague—looked at AAUP.

Contract language is different based upon the departments. Student recruitment—how do we evaluate the ability to meet that standard? It is subjective; one dean may find one event enough while others may not.