

DATE: February 19, 2015

TO: Mary-Beth Moylan - McGeorge School of Law (Chair), Veronica Bandy - Long School of Pharmacy and Health Sciences, Carrie Darnall - Assistant Provost, Resource Management, Gesine Gerhard - College of the Pacific, Berit Gundersen - Associate Provost, Faculty Affairs, Laurie Lichter-Heath - Eberhardt School of Business, Cathie McClellan - College of the Pacific, TBD – Dugoni School of Dentistry, Tien Roehling – School of Engineering and Computer Science, Larry Thiel - College of the Pacific, Teresa Vail - Benerd School of Education, Eric Wood - Conservatory of Music, Dylan Zorea - College of the Pacific

FROM: Maria Pallavicini, Provost

CC: Council of Deans  
Courtney Lehman, Chair, Academic Council

RE: Advisory Task Force for Non-Tenure Track (NTT) faculty

Maria Pallavicini, Ph.D.  
Provost

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Understanding the needs, concerns and goals of our NTT faculty is essential to support this group of faculty which is requisite to fulfilling our teaching mission and for the success of our students. While all faculty are requested to fill out the COACHE survey on campus climate, which will provide valuable information for Pacific to identify best practices for leveraging strengths and addressing weaknesses, face to face conversations provide opportunities for free form discussion.

Beginning in December, I have held open conversations with non-tenured faculty on each campus (three open meetings on the Stockton campus and one each at the Dugoni School of Dentistry and the McGeorge School of Law.) The goal of these conversations was to understand how Pacific can best support its NTT faculty. There were some common themes among all campuses, as well as some specific to individual schools. Some of the issues are relatively easy to address and solutions are already underway, whereas others will take more dialogue.

In order to continue the dialogue and move forward in a timely manner I am establishing a task force with members from the NTT faculty (part time and full time), from each of Pacific's schools, a member from the tenured faculty, and administrative members from the Office of the Provost, to assist in making recommendations to the Provost on ways to better support our NTT faculty. The Task Force charge is to:

- Review the concerns, issues and information conveyed during the conversations
- Identify additional points to be considered
- Prioritize current issues and propose actions to address top priorities
- Develop a working document to inform next steps and implementation of change by May 15, 2015

The Provost's office and the Office of Institutional Research is a resource to this committee for data as needed.

Thank you for your willingness to serve and your dedication to Pacific and our students.