

# **Non-Tenure Track Faculty Employment Conditions and Faculty Designation Faculty Senate Proposal February 18, 2019**

## **Introduction**

The contributions of faculty not in tenure track positions have clearly expanded over the past several decades. Yet their status remains relatively unchanged and deficient in recognition, respect, and rewards. Following extensive conversations with faculty, University leadership, and members of the Faculty Senate, the Committee has formulated a set of recommendations for improving the treatment and compensation of non-tenure track faculty on the professorial track.

The committee proposal is divided into three basic realms: **Terminology, Rights and Benefits, and Strategies Going Forward.**

## **TERMINOLOGY:**

1) It is proposed that all faculty be categorized within two major tracks:

a) Tenure Track (unchanged with established designations)

b) Professional Track (previously called “non-tenure” track)

The titles of professional track faculty will retain any existing modifiers such as Clinical, Extension, Research, Teaching, and Of the Practice or specific titles such as Lecturer, Librarian, and Field Agent. These changes are designed to remove current exclusionary modifiers and elevate recognition and appreciation for the important contributions made by non-tenured faculty. These title designations would apply to all departments and colleges and would minimally alter existing university regulations.

## **RIGHTS AND BENEFITS:**

- 1) It is proposed that a formula be developed such that departmental voting faculty committee composition include Professional Track faculty for decisions within their track and as appropriate to their rank. By this same mechanism, Professional Track faculty voting rights would apply also to other departmental matters, including courses and curricula and undergraduate, graduate, or professional education. Departments that appoint faculty only in the Professional Track may vary from this requirement.
- 2) It is proposed that departments inform all of their faculty (both Tenure Track and Professional Track faculty) of rules, opportunities, and eligibility relevant to promotion, career development, and incentives.
- 3) It is proposed that in hiring practices, a minimum of 0.75 FTE (benefits eligible) be encouraged when possible and appropriate. It is encouraged that regular, periodic equity studies be performed for professional ranks based upon disciplinary standards.

## **Rights and Benefits (continued)**

4) It is proposed that a minimum level of compensation be established such that a full time, 9 month appointment will have a salary of no less than \$48,000. Best practice would be that teaching nine credit hours, with associated responsibilities, equal 0.75 FTE.

5) It is proposed that a minimum level of compensation be established such that a full time, 12 month appointment will have a salary of no less than \$58,700. Best practice would be that teaching nine credit hours, with associated responsibilities, equal 0.75 FTE.

6) It is proposed that a minimum level of compensation for part-time faculty be established that is scaled to their FTE relative to the minima established above. Department heads should specify an FTE appropriate to the amount of work expected for any given part-time faculty hire.

7) It is encouraged that pay ranges on a discipline specific basis be established for the Professional Track.

8) It is proposed that the funding needed to bring the compensation to the proposed level should be provided to the Colleges and Departments by the Provost's Office .

## **STRATEGIES GOING FORWARD:**

- 1) It is proposed that the use of part-time faculty as a permanent strategy to meet educational goals be discouraged.
- 2) It is proposed that departments be encouraged to complete contract renewals at least 3 months prior to end date of an existing (current) contract, with a best practice of 12 months being preferred.
- 3) It is proposed that Tenure and Professional Track faculty be included in strategic initiatives regarding faculty. This is both appropriate and necessary to achieve strategic goals.
- 4) It is proposed that all Tenure and Professional Track faculty at all ranks be eligible for all relevant departmental, college and university faculty awards.