



Executive Summary
from the
**Non-Tenure Track Faculty
Senate Task Force**

November, 2011

Our Charge:



The Contract Faculty Task Force was formed in the Spring of 2010 with the following charge:

- To provide a mechanism whereby the contract faculty can identify and advocate for issues that specifically impact this group of colleagues.
- Identify any issues (past or future) to be addressed.
- Collect information to formulate a position, draft resolutions with supporting documentation and present to the UAC for review and action.
- Provide a final report to the ASU Senate at one of its spring 2011 meetings.

The Task Force has:



- Held numerous meetings and conducted four rounds of campus meetings.
- Conducted a survey of the ASU NTT faculty (Spring 2010)
- Reviewed national literature relevant to faculty demographics and service of the NTT faculty segment at peer institutions.
- At the end of the academic year for 2010-2011, issued an interim report to the Senate and was granted additional time to finalize its work for presentation in Fall of 2011-2012.

Task Force Composition:



- The task force is comprised of 12 NTT members that have served in the ASU Senate, who were appointed for service on this committee by Dr. Rojann Alpers.
- Members:
 - Jay Abramson, Denise Bodman, Sherry Cisler, Cristi Coursen, Barbara Fargotstein, David Forsyth, Mirna Lattouf, JoAnn Mulvihill, Ann Sebren, Jeffrey Thomas, and Jacqueline Wheeler.
- The task force Chair is Holly Huffman.

Status of Report and Recommendations



- The task force issued a report and recommendations to the senate personnel committee (PC).
- After review, discussion and incorporation of modifications suggested by the PC .
- Obtained approved by the PC on 11/10/11.
- The recommendations were forwarded to the UAC.
- First read of motion 2012-18 at today's faculty senate meeting.

Report and Recommendations



- A summary of key points from the report and recommendations submitted to the personnel committee follow:



Background

- Currently at ASU 37.3% of the full time faculty are in non-tenure track (NTT) ranks.
- Prior to the economic climate of the last few years multi-year (MY) contracts served as a vehicle of intent for continued employment for proven NTT faculty.
- In Spring of 2009 MY contracts were converted to or allowed to step-down to one year contracts.



Background

- This circumstance was addressed in a faculty senate meeting held February 23, 2009 in which senate motion IV was issued stating ,
“Because non-tenure track faculty and non-continuing appointment academic professional are crucial to the success of ASU, as soon as possible, the university should reestablish the system of MY contracts for these faculty members.”
- This motion passed with a vote of Yes=75, No=3, Abstain=0

Recognition of Issues



NTT Faculty

- Often fully academically qualified.
- Many holding terminal degrees.
- Generally have less security of employment.
- Lower salaries
- May not be encouraged or rewarded for their scholarly efforts.

Full Time NTT at ASU



The results from our survey reveal:

- That full time NTT faculty at ASU are largely long term employees.
- Are invested in their departments and the University.



Full Time NTT at ASU

Many NTT faculty are career, professional ASU faculty members.

- Data from our survey respondents reveal that 51% of the NTT faculty have served at ASU for six or more years.
- NTT faculty tend to have increased teaching loads and often have larger class sizes.
- The result of which places the full-time NTT faculty member in a crucial role in the mission at ASU by significantly impacting both retention and over all student success at ASU.

Full Time NTT at ASU



- Provide more than instruction as part of their positions at ASU.
- They support every aspect of the University's missions, teaching not only undergraduates, including honors students, but graduate students as well.
- Many NTT faculty are actively engaged in research and other scholarly activities.
- NTTs also are part of unit administration in many schools and are representatives of their faculty and campus faculty in University governance.
- Despite this, it is interesting to note that some NTT faculty are denied participation in their own unit governance.

Full Time NTT at ASU



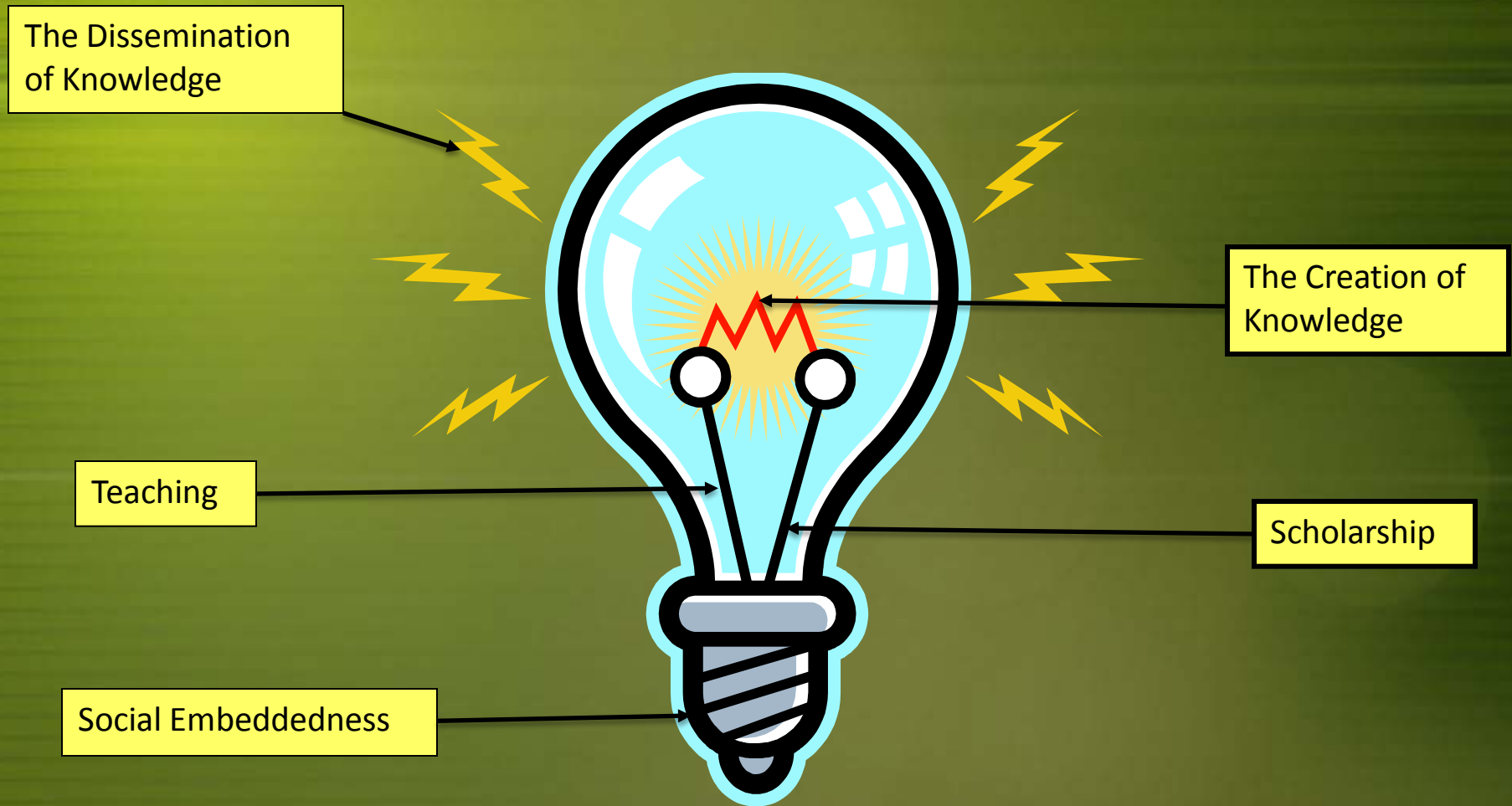
- NTT Faculty are engaged in professional organizations.
- Write and/or edit journal articles and books in their fields.
- Serve on journal review committees.
- In addition, some are required to research and publish as part of their professional credentials.

Full Time NTT at ASU



- NTTs often are unclear about hiring and advancement guidelines.
- Units have generally not made these standards for NTTs clear.
- NTT faculty are also very concerned about the commitment of ASU to their careers and desire a more clear path to promotion and reasonable sense of security about their employment.

“Light-Bulb” Model



The Light Bulb Model



- The light bulb model defies traditional trends observed nationally, where many universities have moved towards a bifurcation of faculty.
- At the New American University, we have a connected faculty, whose role as the primary purveyors of knowledge resonates across the student body and into the community, state, nation and beyond.

The Light Bulb Model



- The intended implication is that scholarship, teaching and service go hand in hand to accomplish the overall purpose.
- Since all faculty, tenured, tenure track, and non-tenure track, play a role in all three areas, it is clear that NTT faculty make valuable contributions to the success of the university.



As stated by the Coalition on the Academic Workforce in their Issue Brief of February, 2010:

“All college and university teachers, whether on or off the tenure track, need to see themselves as members of one faculty working together to provide a quality education to all students.”

Therefore:

***At ASU, we are ONE FACULTY IN MANY ROLES
and ONE FACULTY COMMITTED TO STUDENT
SUCCESS.***