



**WELCOME TO THE SPRING 2011
Non-Tenure Eligible Faculty
Discussion Forum**

**Sponsored by your Faculty
Senate Task Force on Non-
Tenure Eligible Faculty**



Our Charge:

Your Task Force was given the following duties:

- The purpose of this Task Force is to provide a mechanism whereby the contract faculty can identify and advocate for issues that specifically impact this group of colleagues.
 - Meet at least once a semester with contract faculty from each campus . . .
 - Identify any issues (past or future) that need to be addressed. . . collect the essential information to formulate a position, draft appropriate 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.

Our Work so far:



- We have met on all campuses 2-3 times, seeking your input on Non-Tenure Eligible faculty issues.
- The committee members have conducted research about national trends in NTE faculty use in other colleges & universities.
- We have asked, and you have generously given great feedback in a survey of the condition of ASU NTE faculty.
- We have asked for and are waiting for additional results from a national NTE faculty survey and statistical information from the ASU administration.



What now?

- Our Task Force will report to the Senate that we need some additional time to complete our report and recommendations.
- ***We need your help and suggestions*** regarding content and issues to finalize the report. That is why we are here today – to let you know what we have found and ask if we seem to be headed in the right direction.



2011
Non-Tenure Eligible Faculty
Survey Results

NTE Faculty Survey



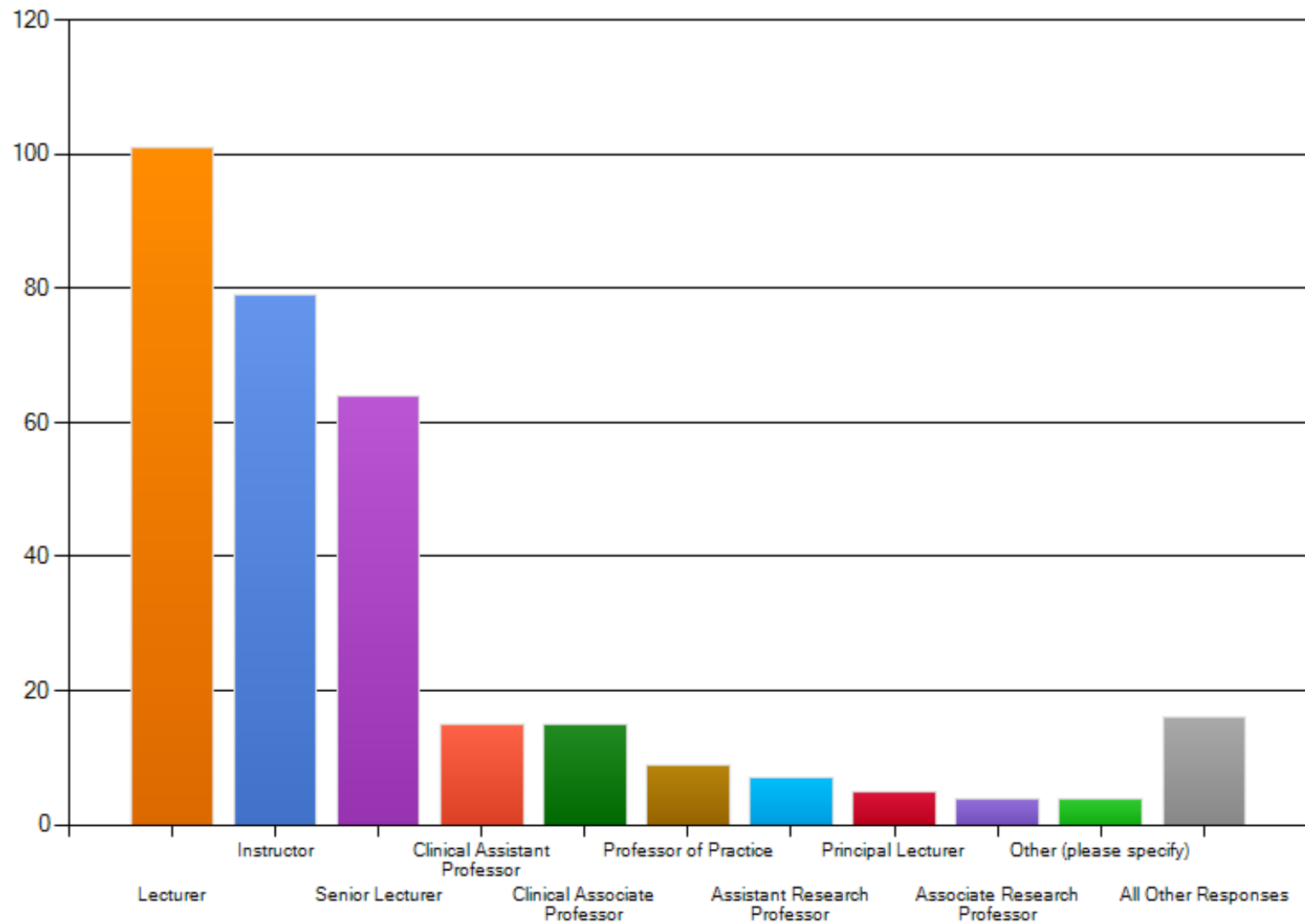
- 68 Questions
- Data collected 03/03/11 – 04/10/11
- 321 Respondents (We estimate this to be over 40% of the NTE faculty of ASU)
- Some of the stronger results follow. Other data clearly show the broad range of work accomplished by our committed, professional non-tenure eligible faculty.



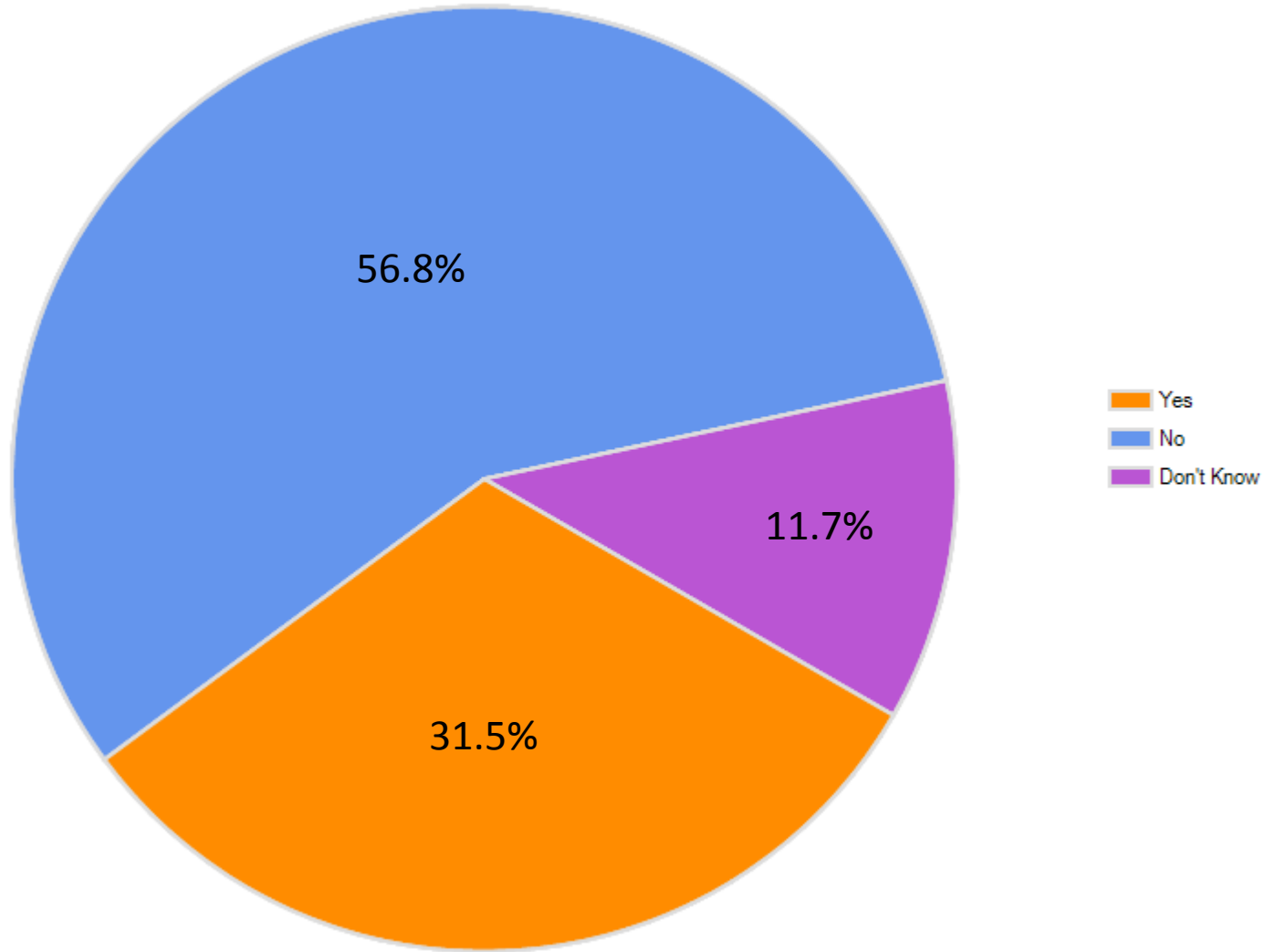
NTE Rank, Contract Status and Length of Service



What is your Non Tenure Eleggible faculty rank?



Do you have multi-year (MY) status?

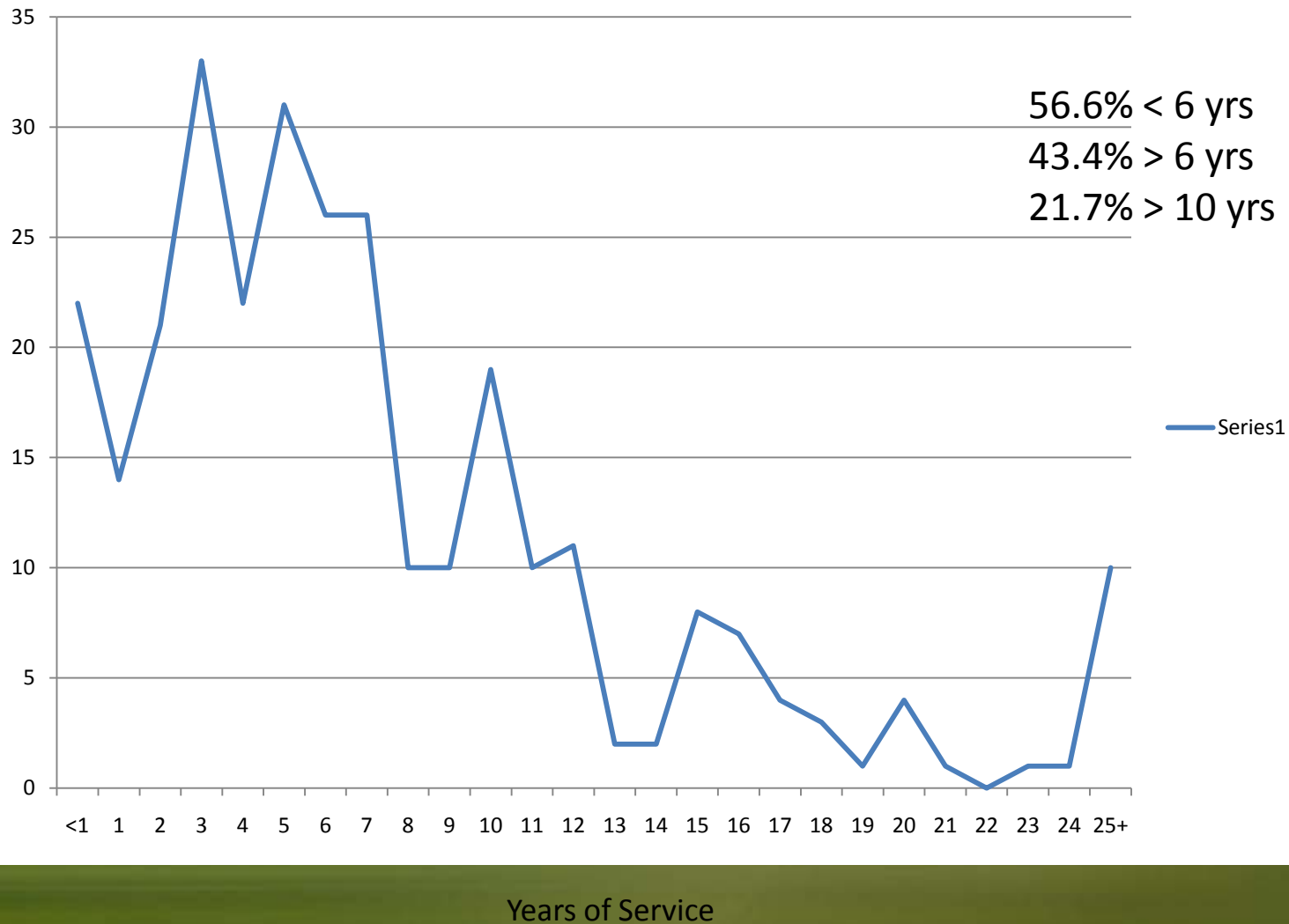


68.5% Responded "No" or "Don't Know"

How long have you been employed as a full time faculty member at ASU?



Number of Faculty

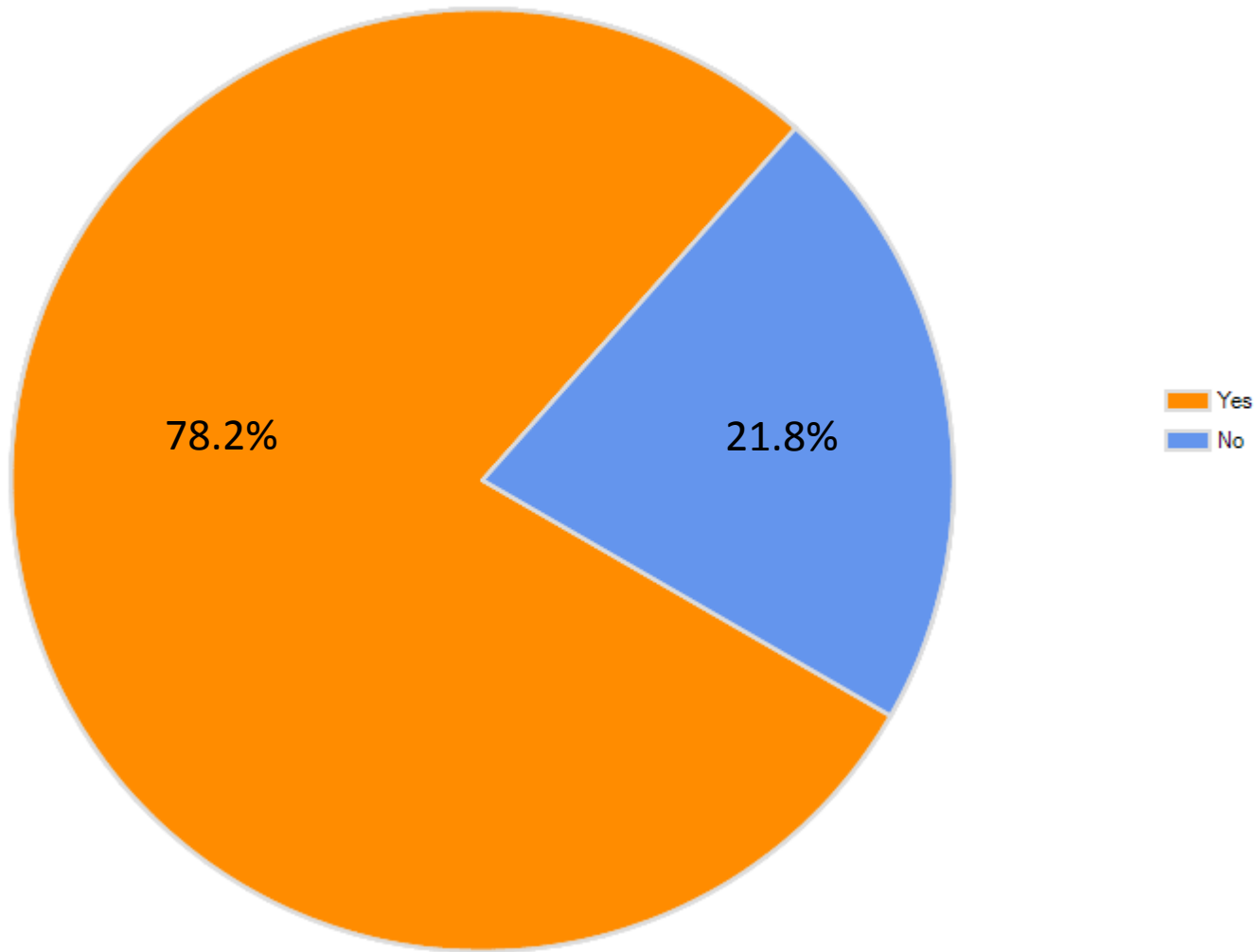




Career Intentions and Understanding of Hiring and Promotion Policies

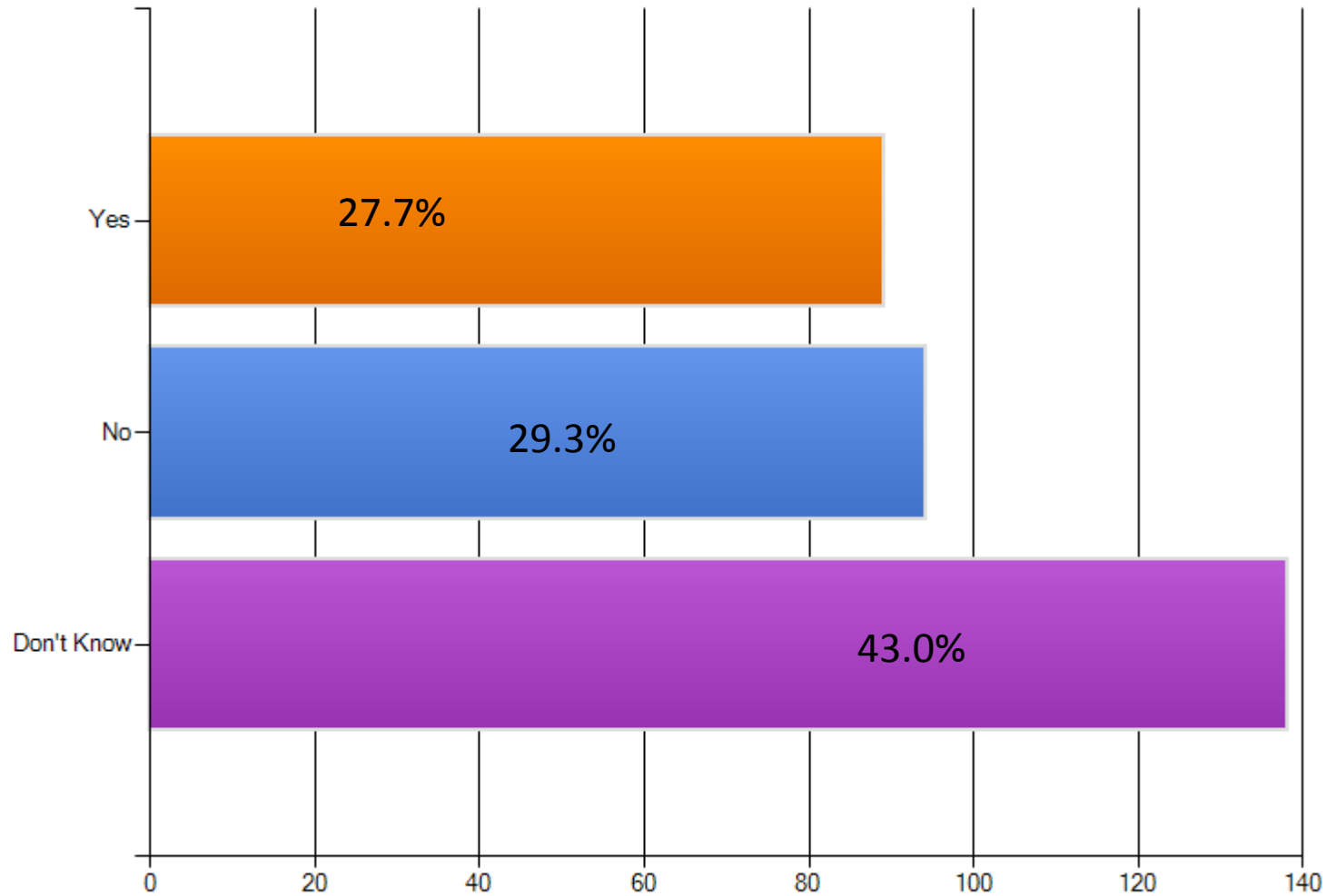


Do you consider your commitment to your position at ASU to be a long-term career path?





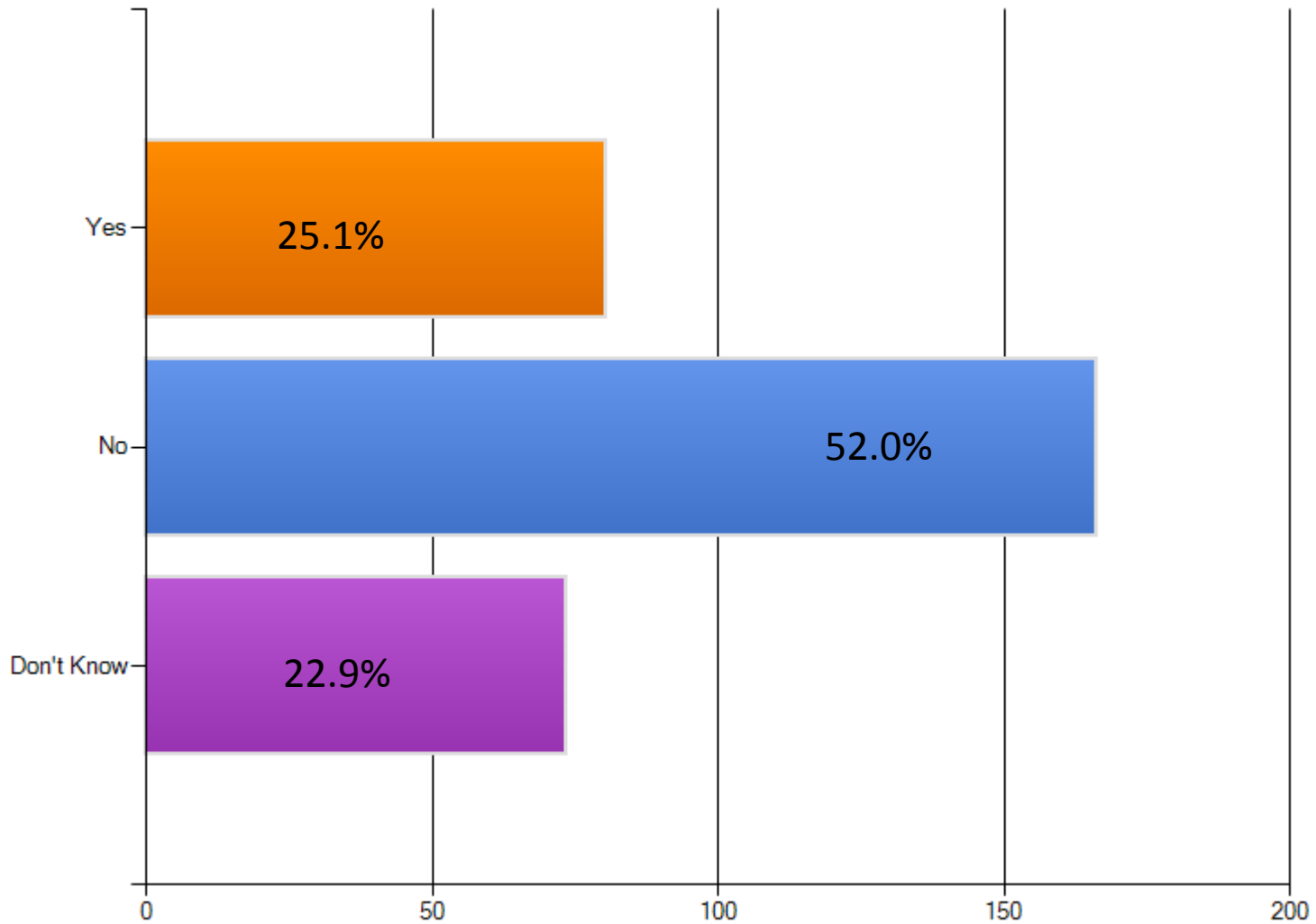
Does your unit have a consistent policy regarding qualifications and ranks when hiring Non-Tenure Eligible Faculty?



72.3% Responded "No" or "Don't Know"



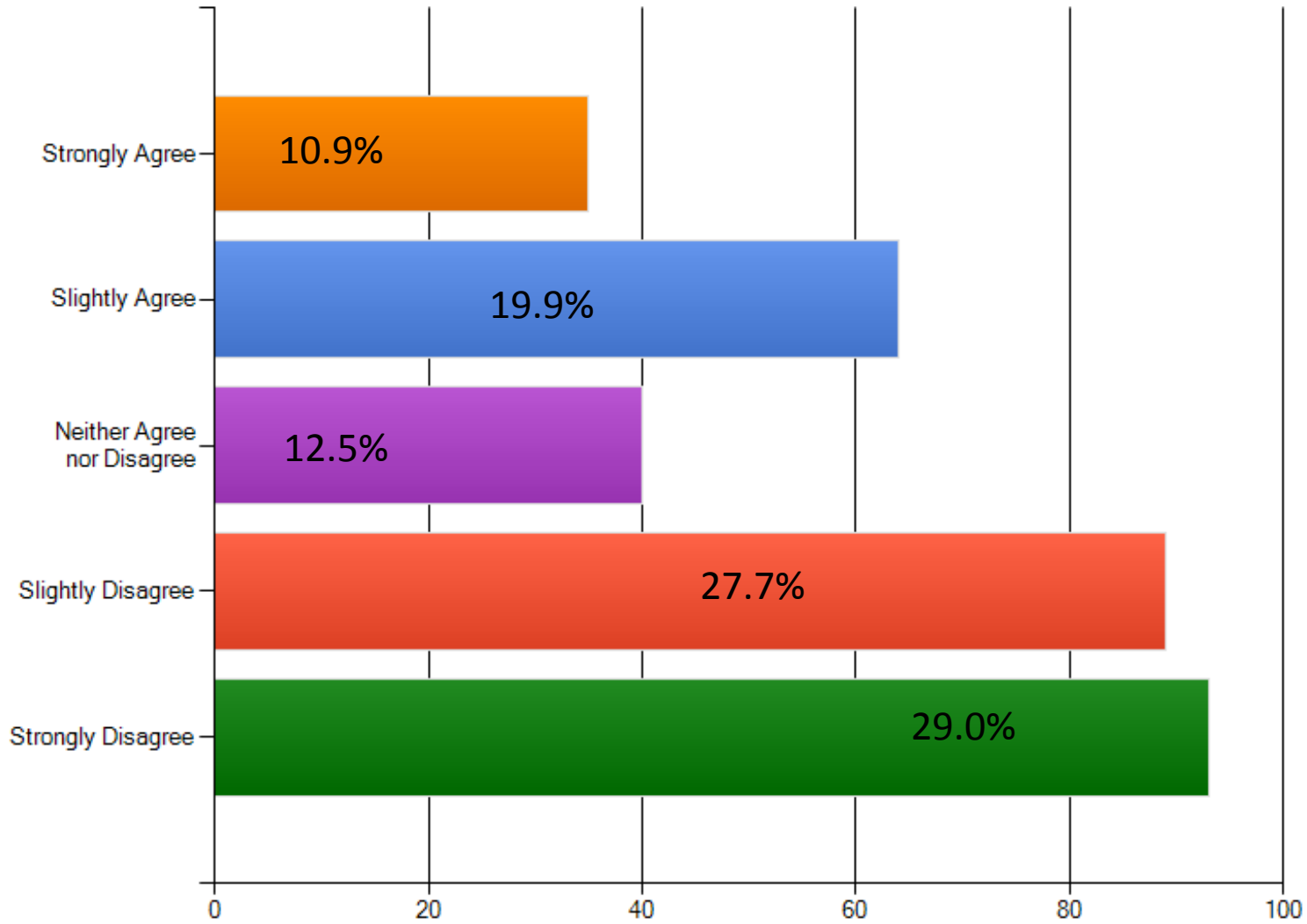
Does your unit have clear steps to promotion for Non-Tenure Eligible Faculty?



74.9% Responded "No" or "Don't Know"



I feel secure about my future employment as a faculty member?



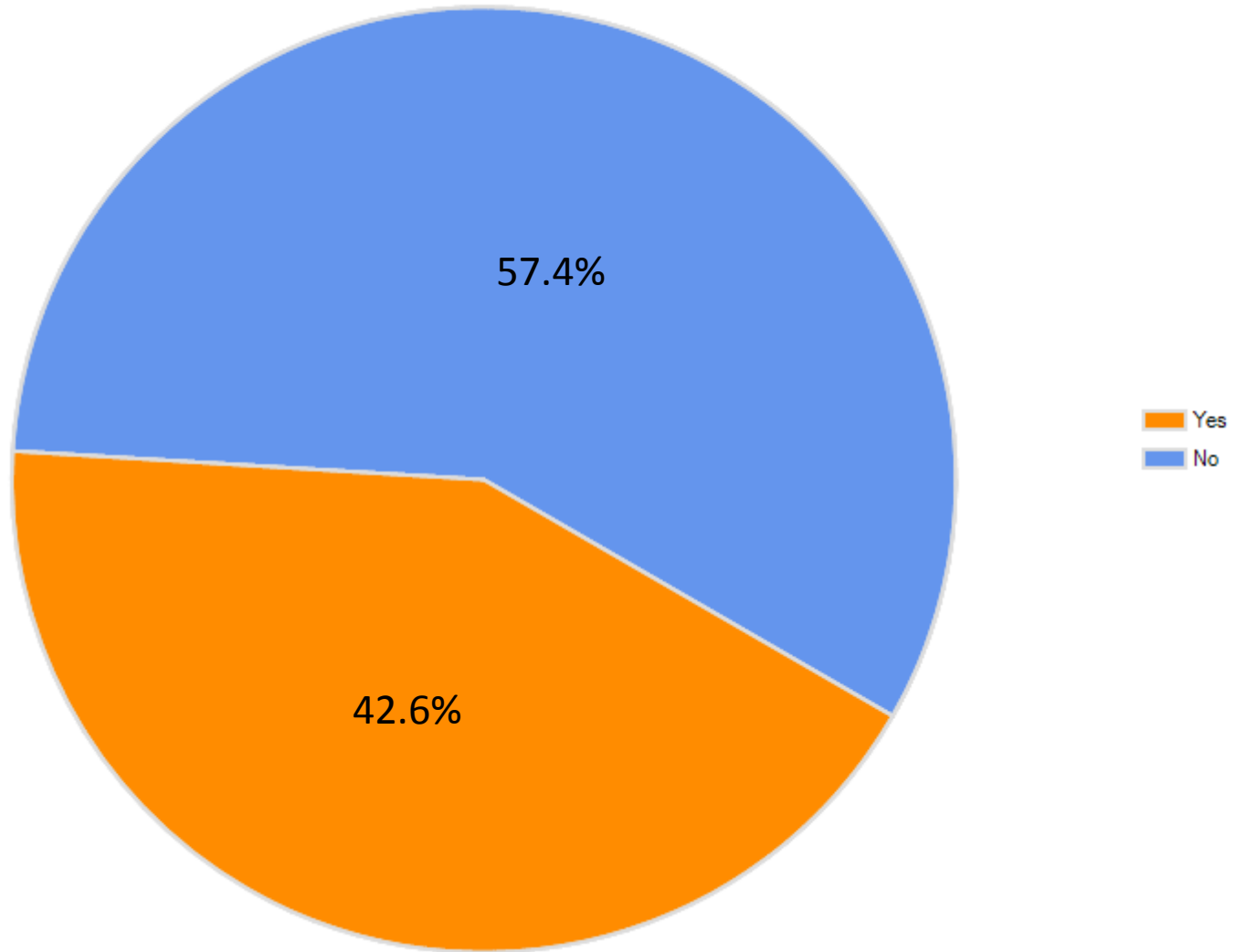
69.2% Experience Some Form of Insecurity



Professional Activities

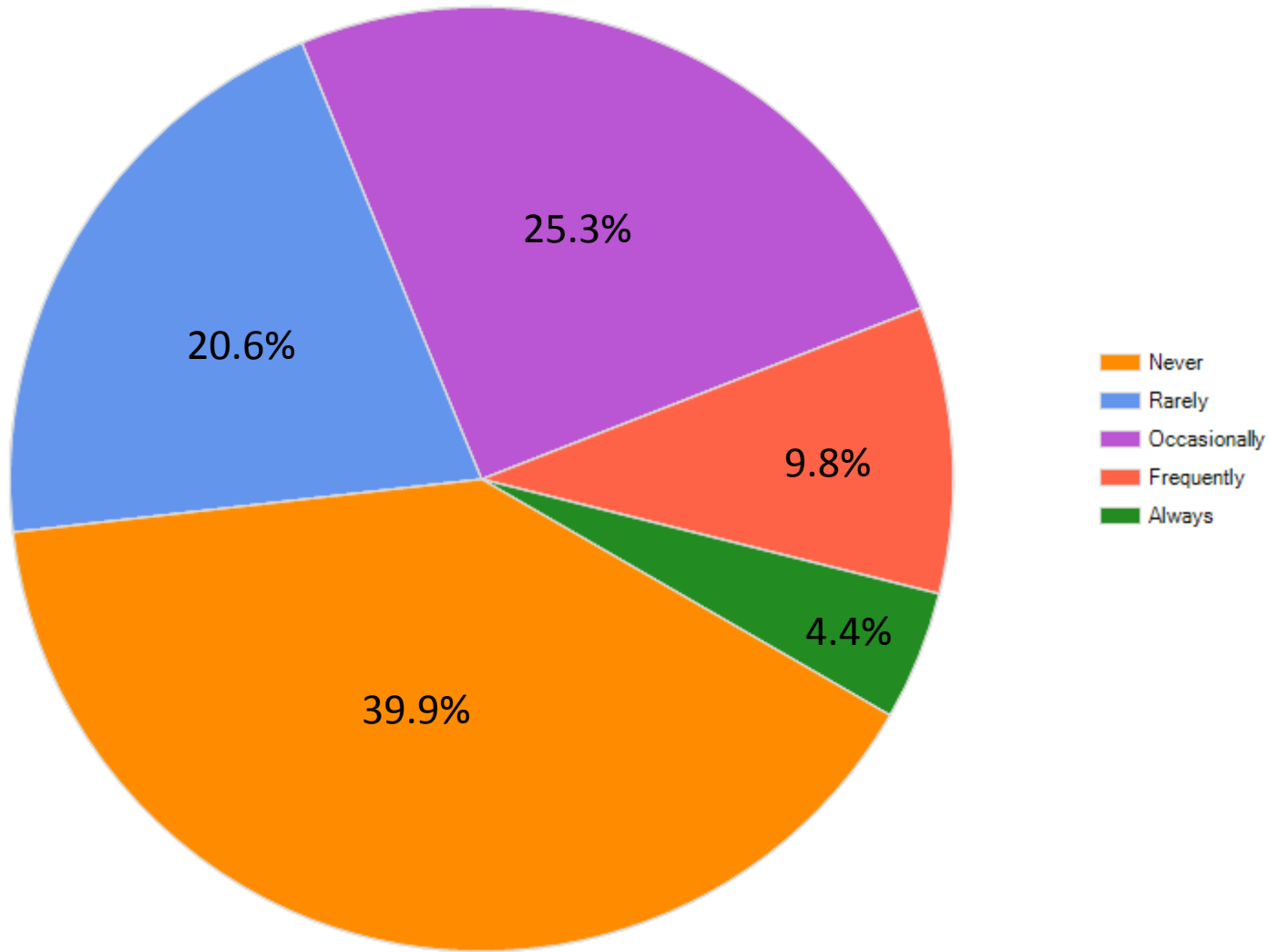


Do you publish in peer reviewed journals?





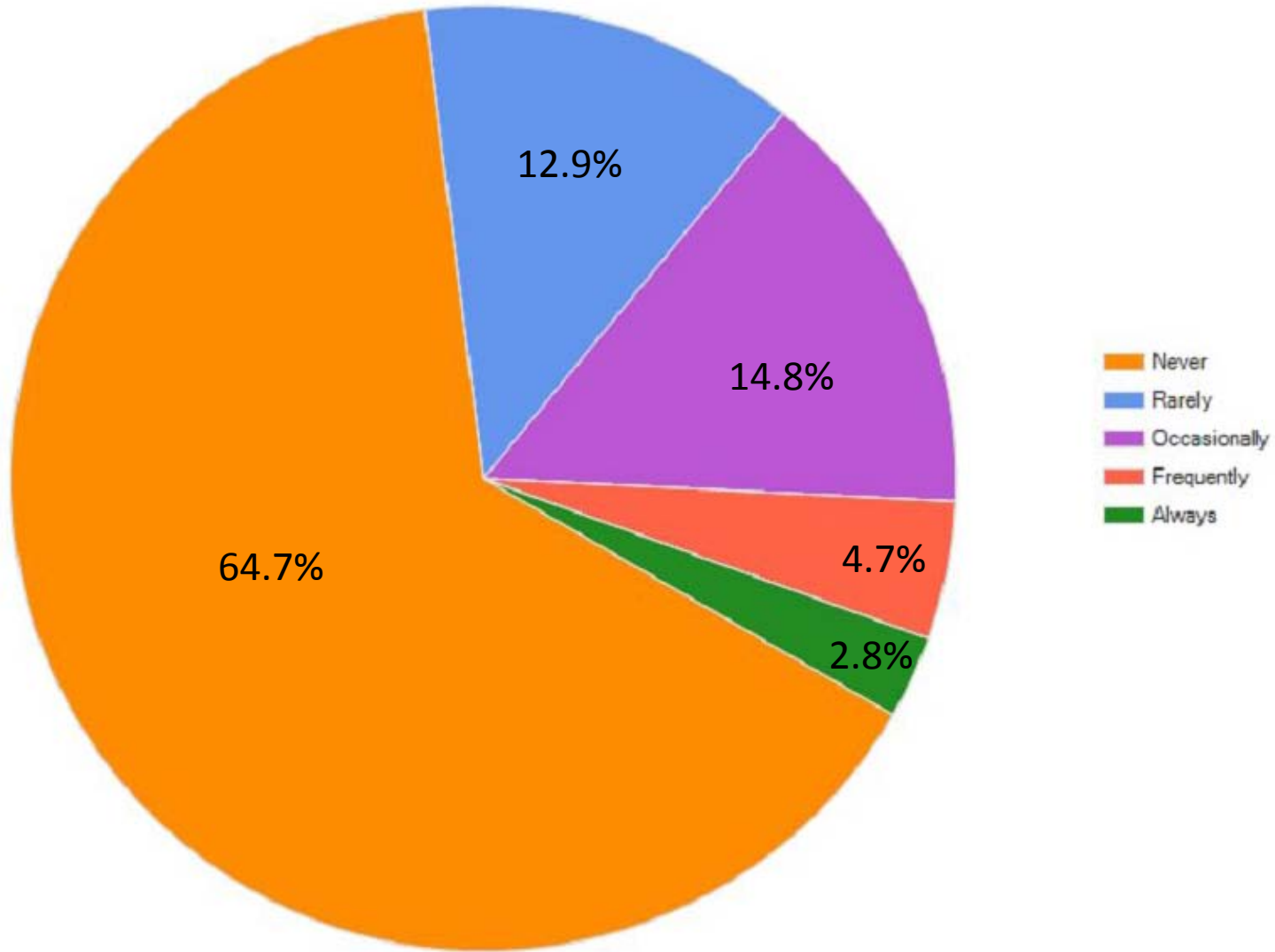
Write articles for publication in scholarly journals



39.5% Write Articles for Scholarly Journals



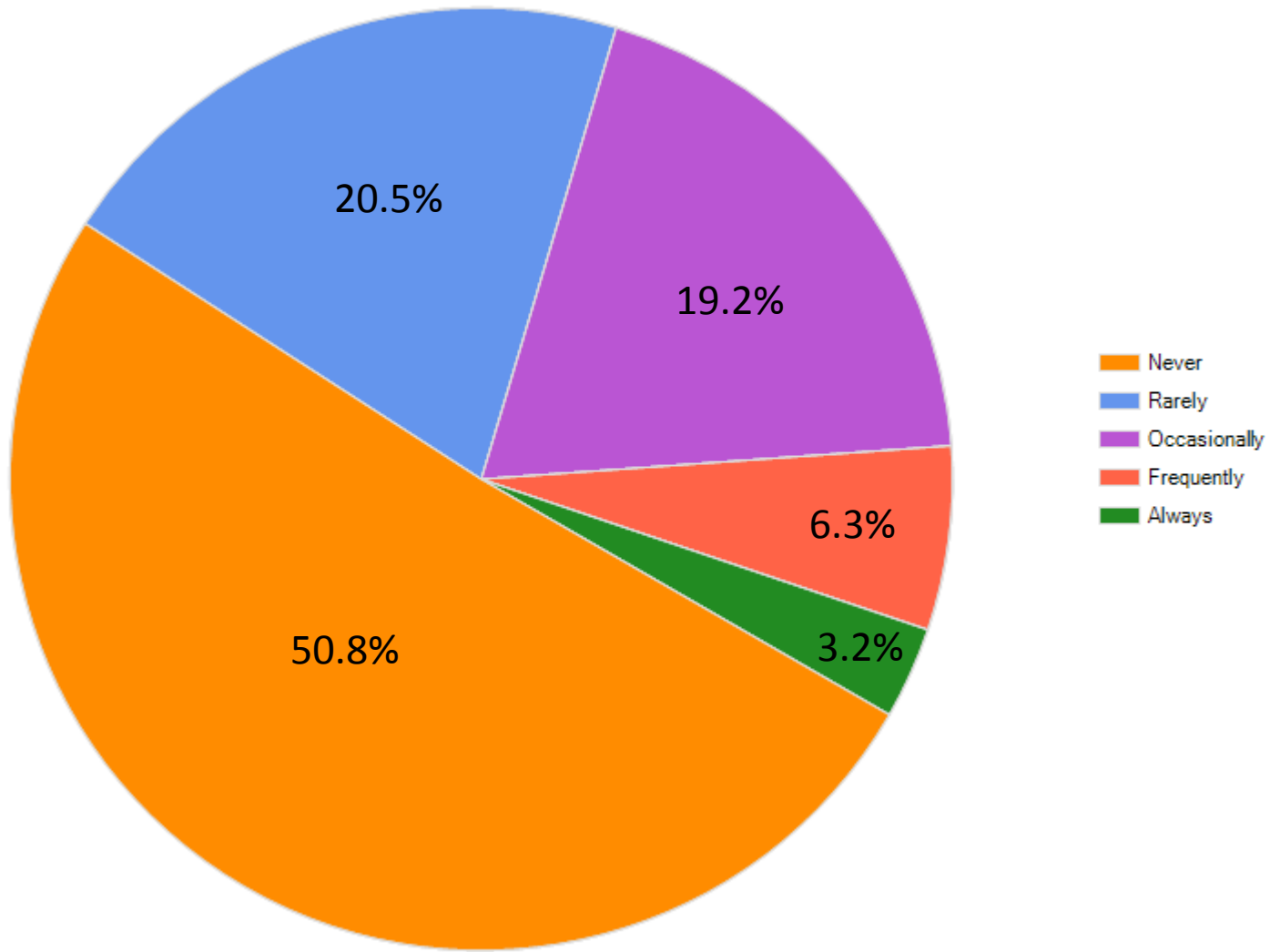
Write novels, blogs or other works in the popular press



1 in 5 Write Novels, Blogs, or Other Popular Works



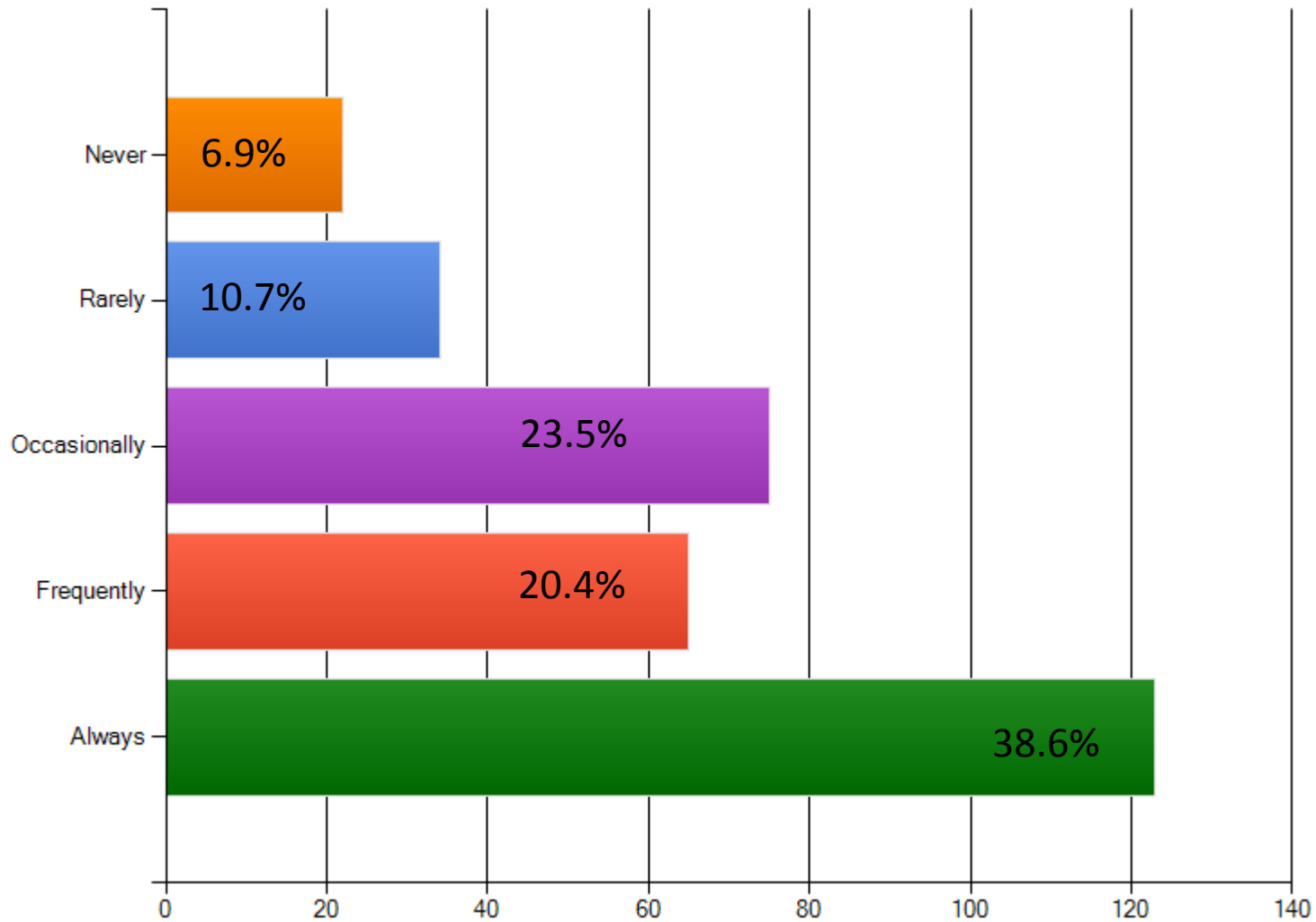
Actively edit textbooks and/or books



28.7% Edit Books or Textbooks



Membership in professional associations and/or technical committees



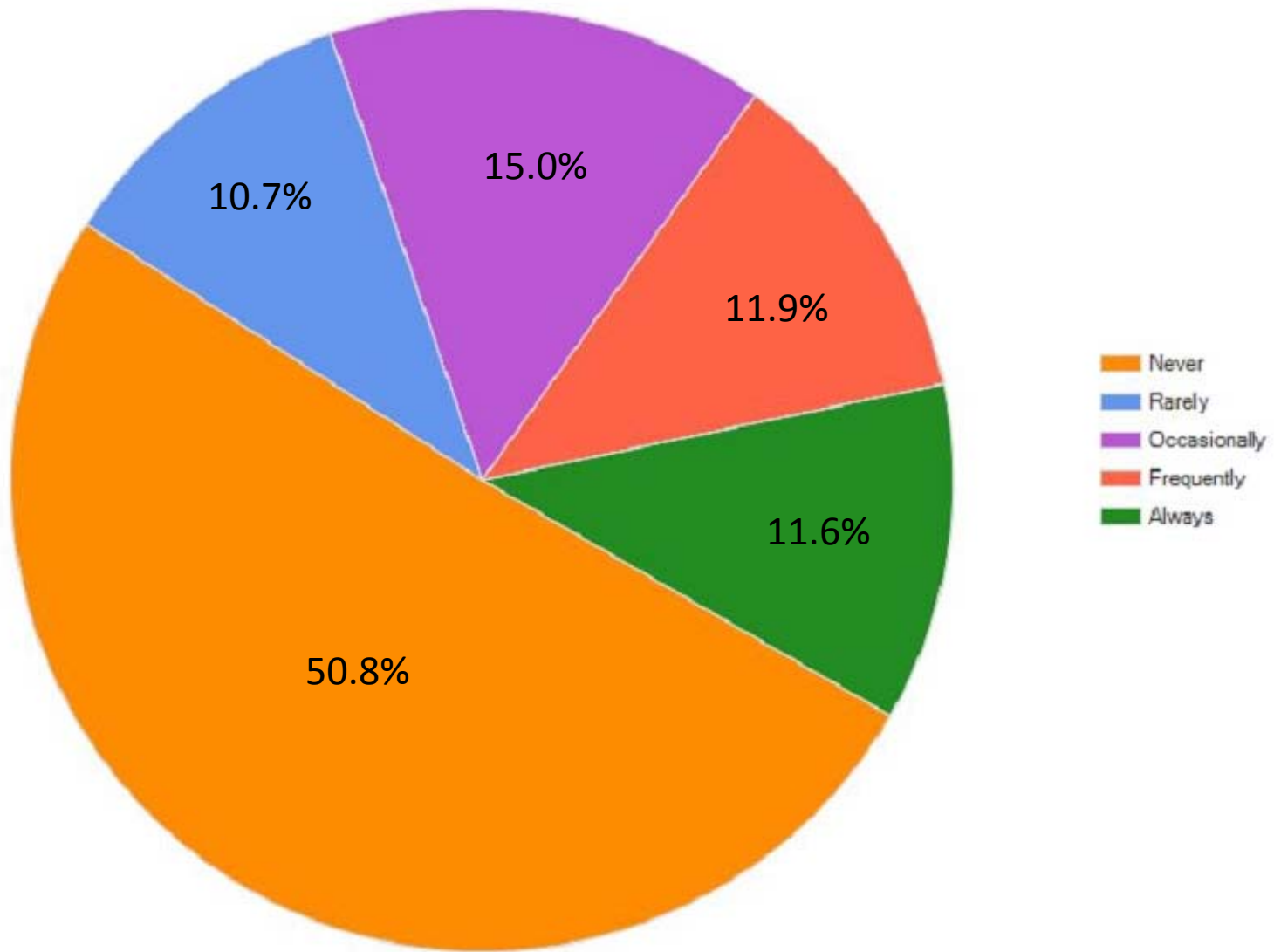
82.4% Belong to Professional Associations/Technical Committees



Teaching Our Students – At All Levels



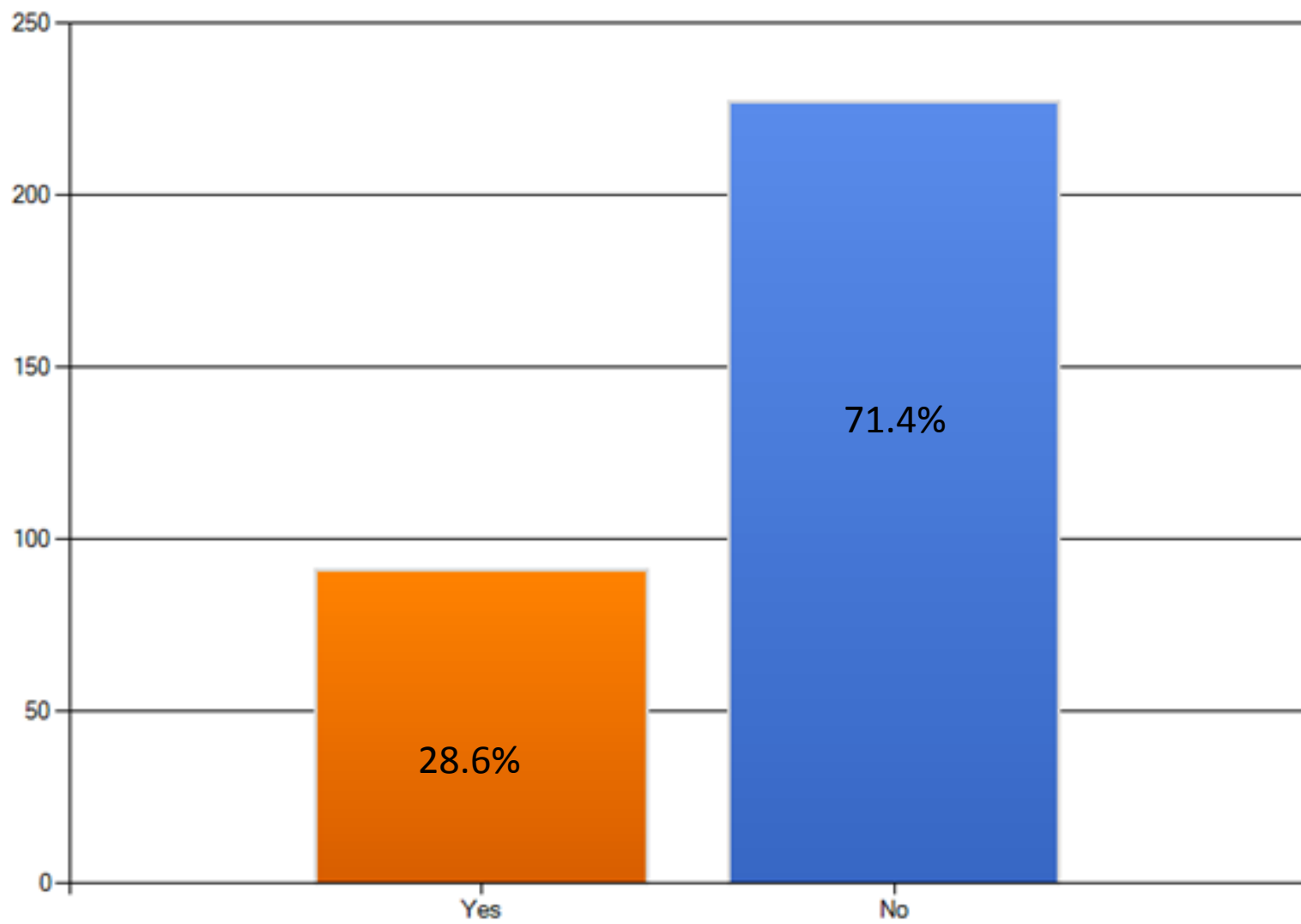
Train graduate students



38.5% Train Graduate Students

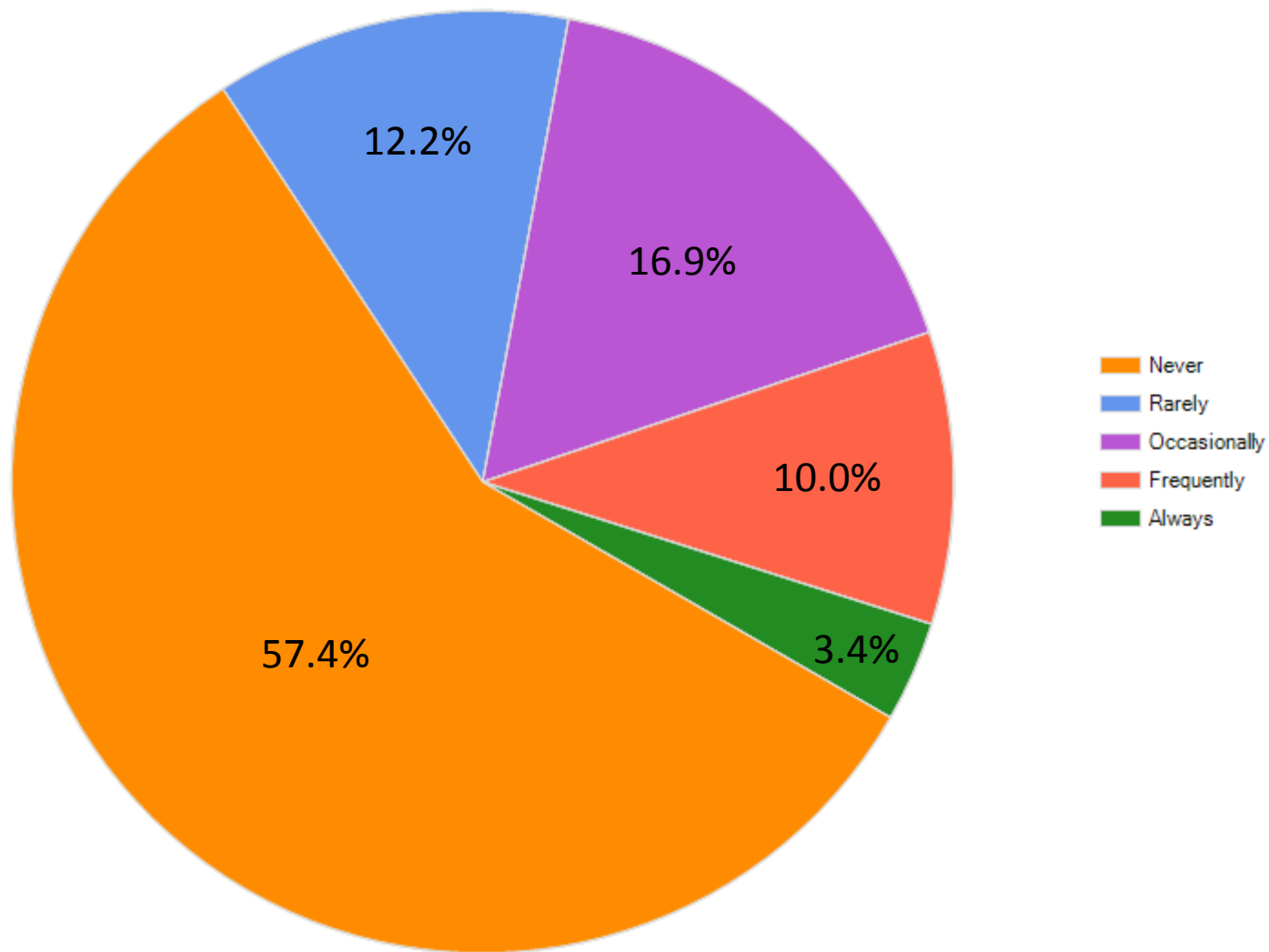


Do you serve on graduate committees?





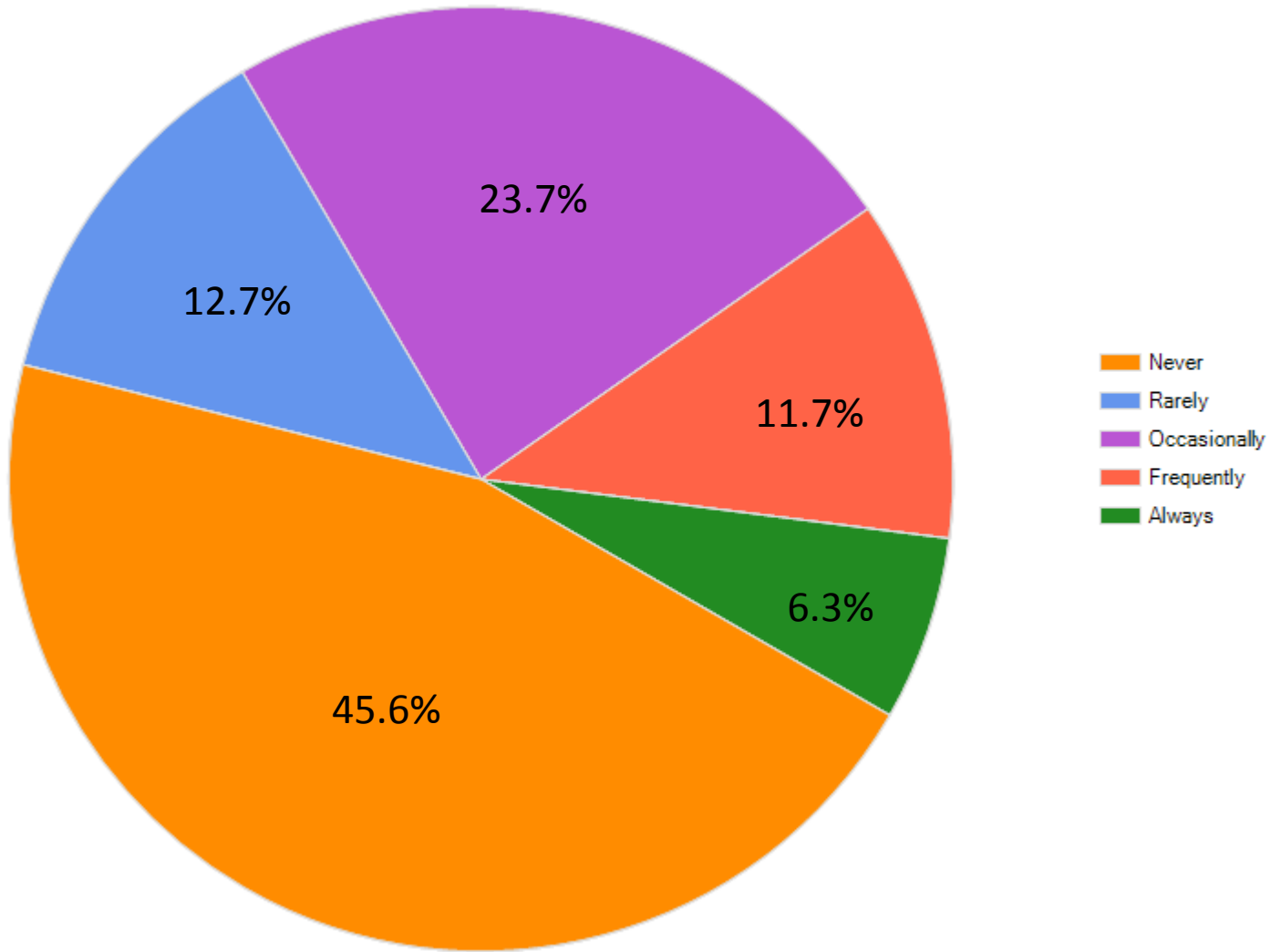
Teach honors classes



30.3% Teach Honors Classes



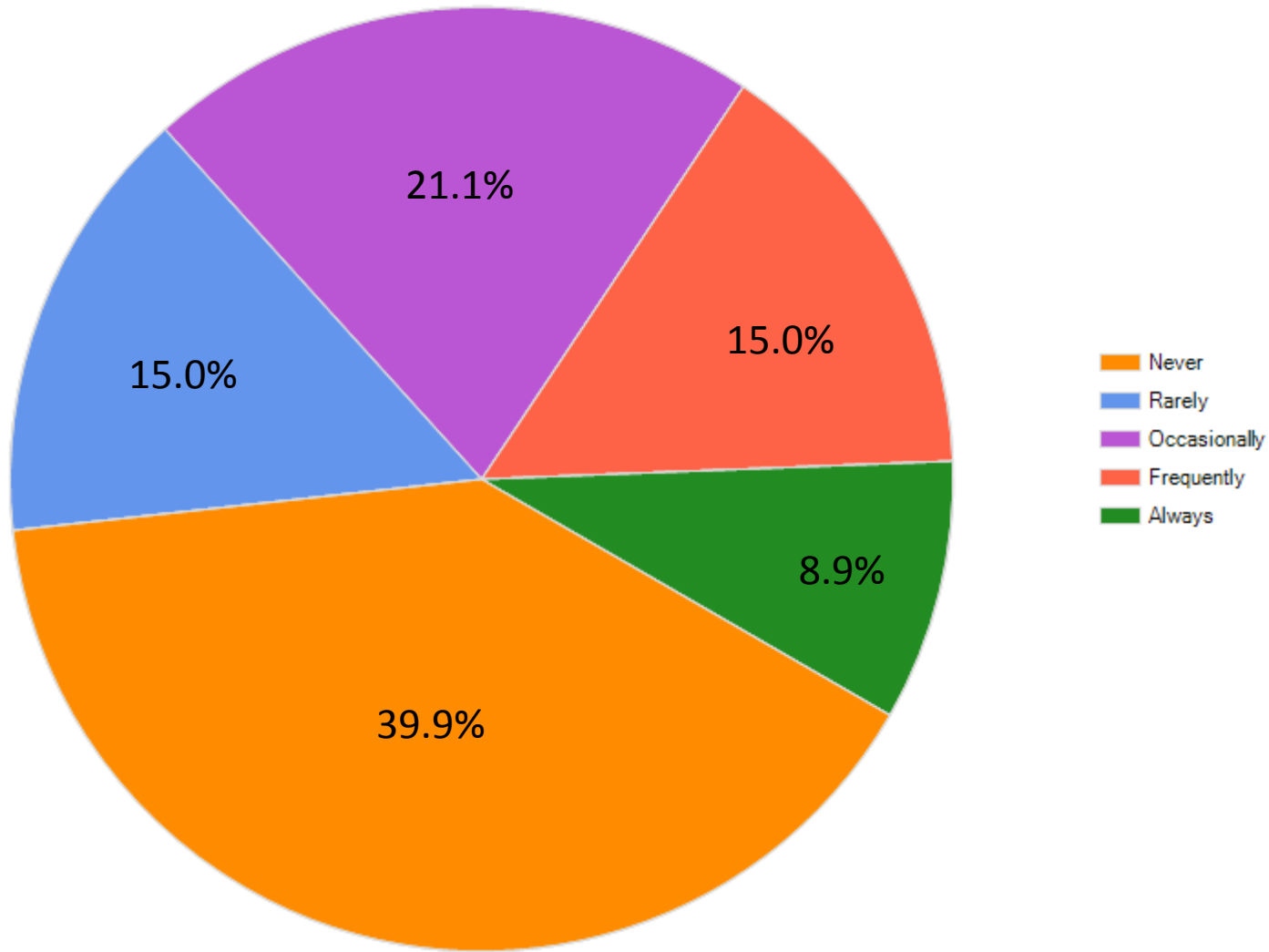
Advise for Honors thesis and/or honors committee participation



41.7% Advise Honors Thesis or Participate on Committees



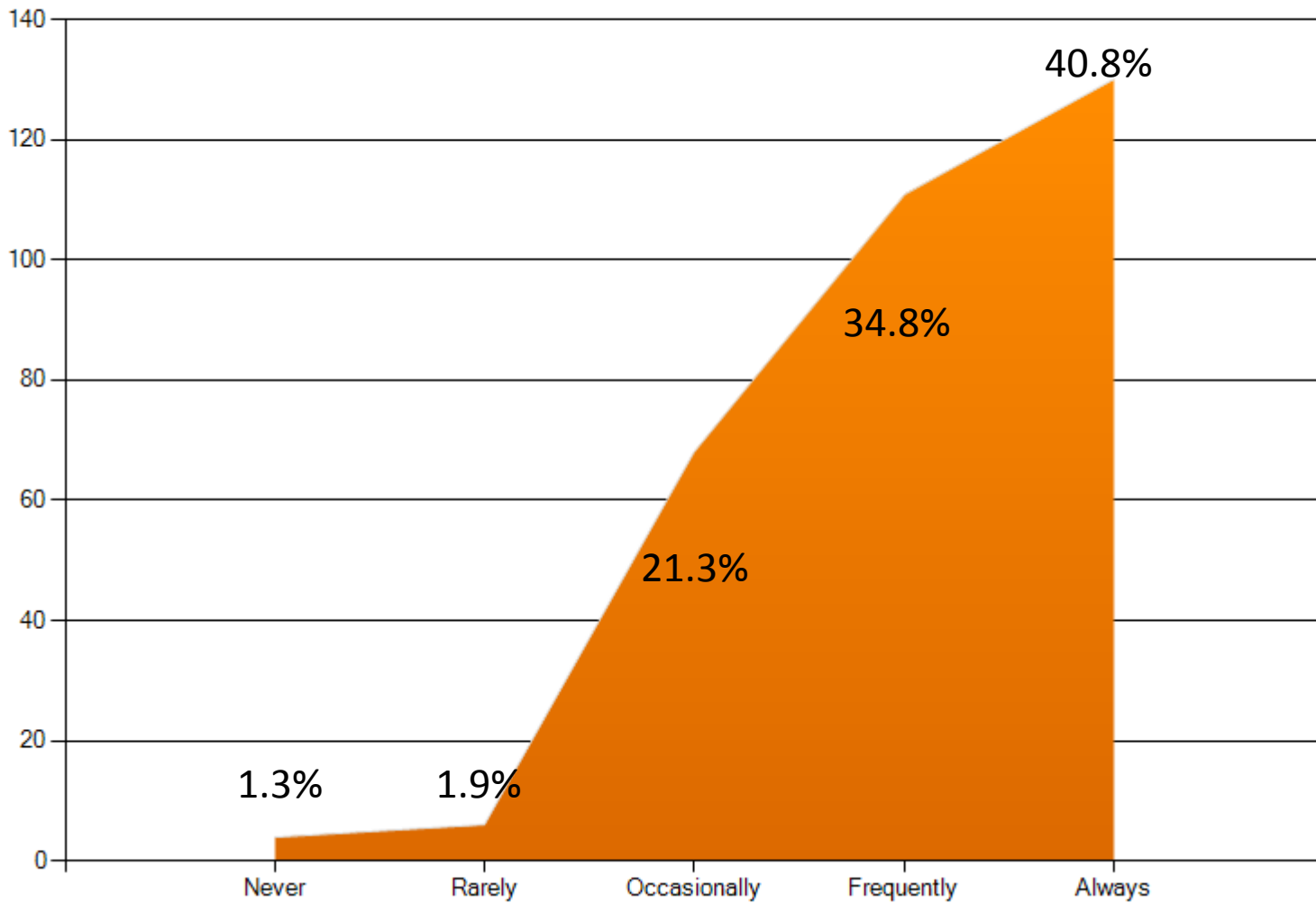
Create ancillary instructor manuals/materials



45% Create Instructor Manuals or Ancillary Materials



Writing letters of recommendations for former students for employment, graduate programs, or professional schools



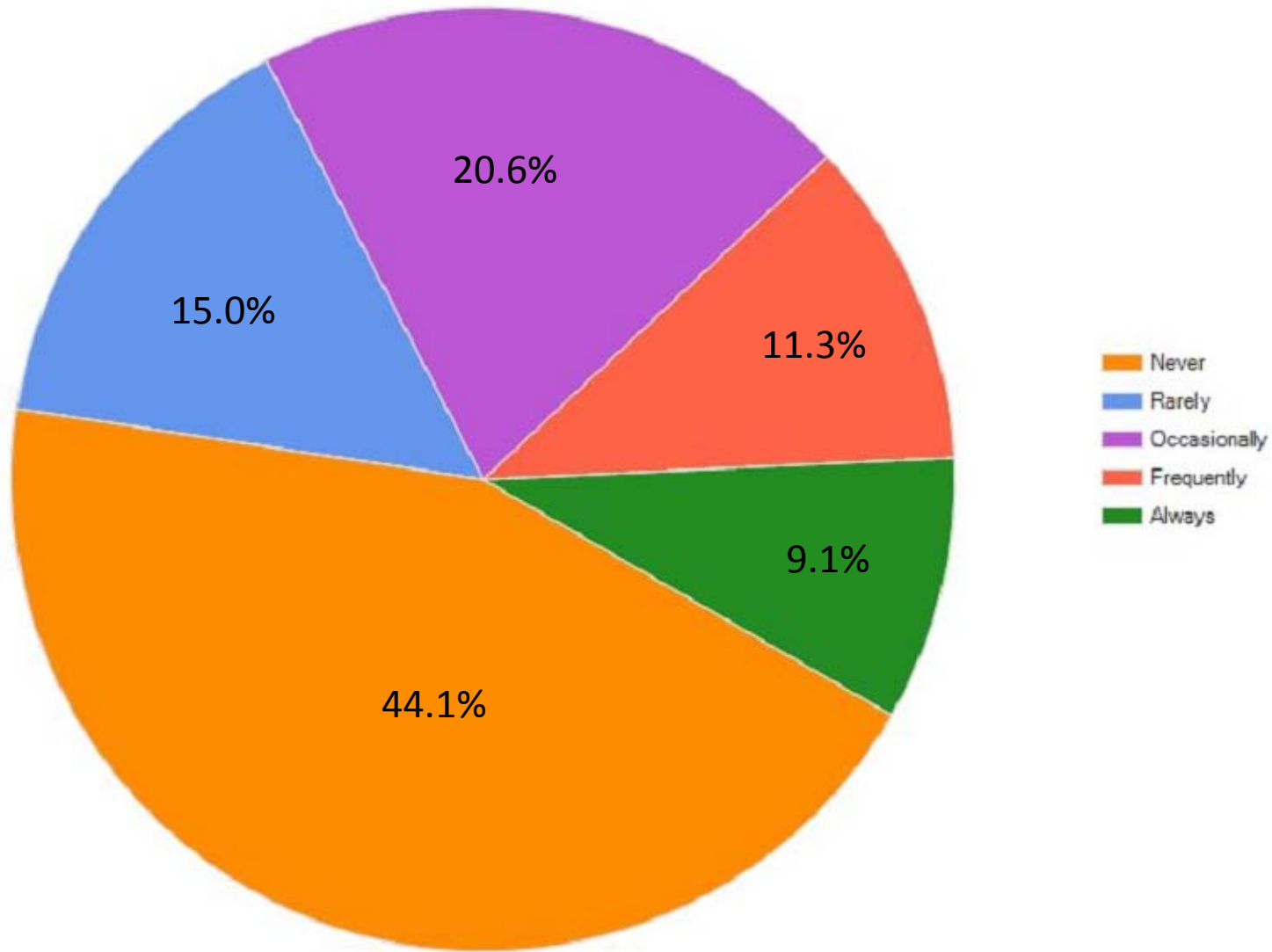
96.9% Write Letters of Recommendation



Embedded in Our Community



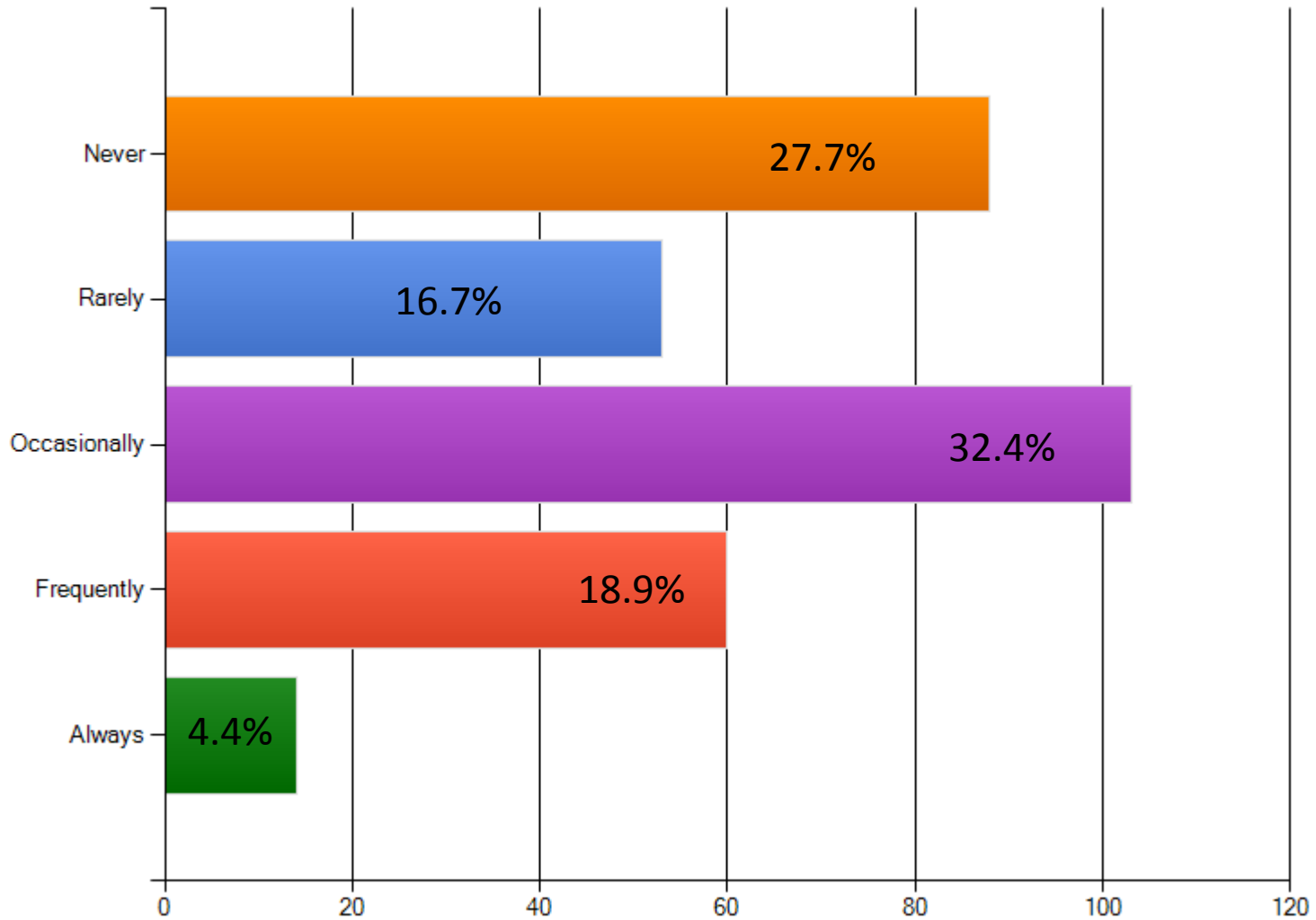
Participate on community boards and/or ad hoc state committees



41% Participate on Community Boards/Committees



To regional/national conferences



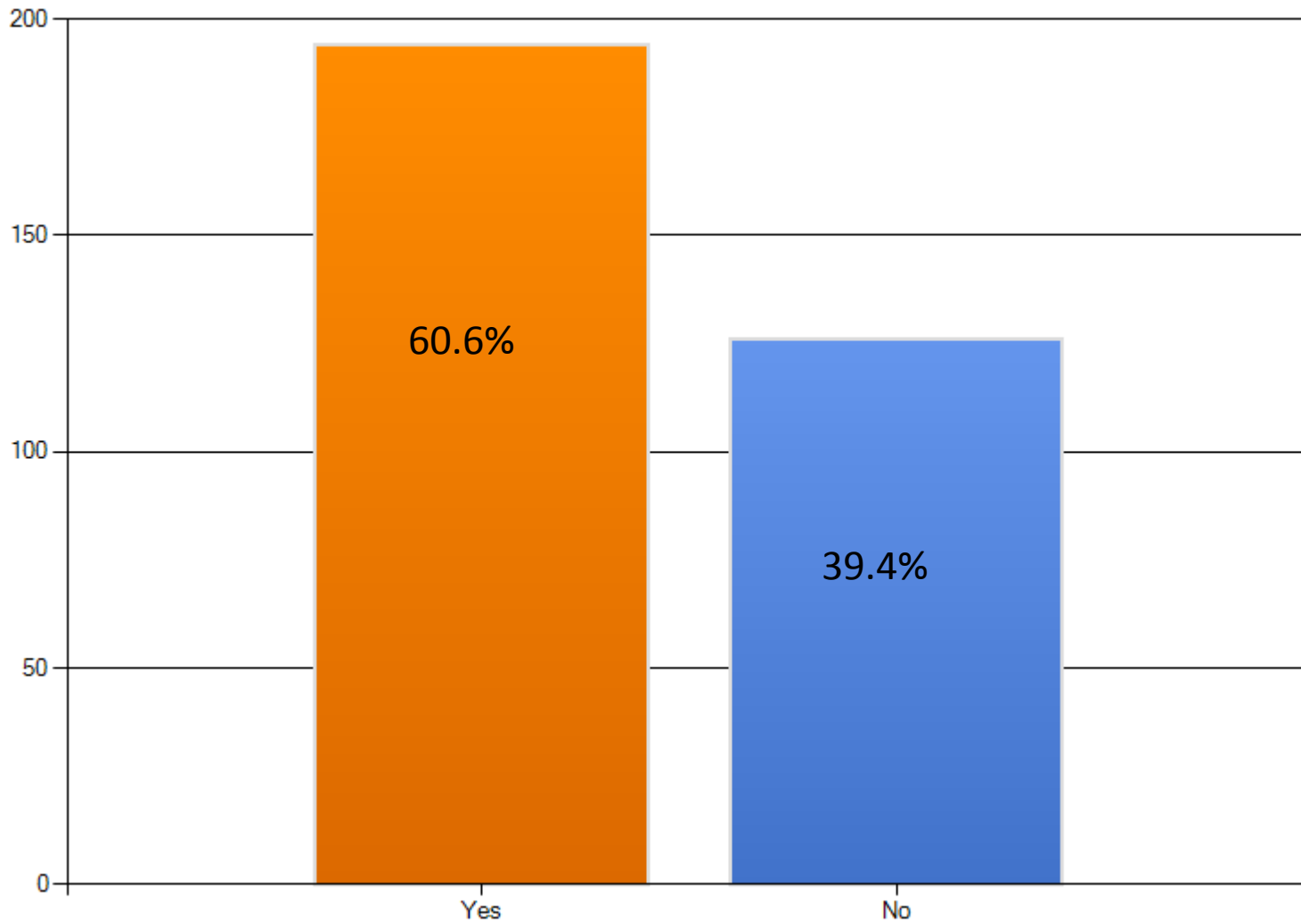
55.7% Make Presentations at Regional/National Conferences



Embedded in Service to ASU

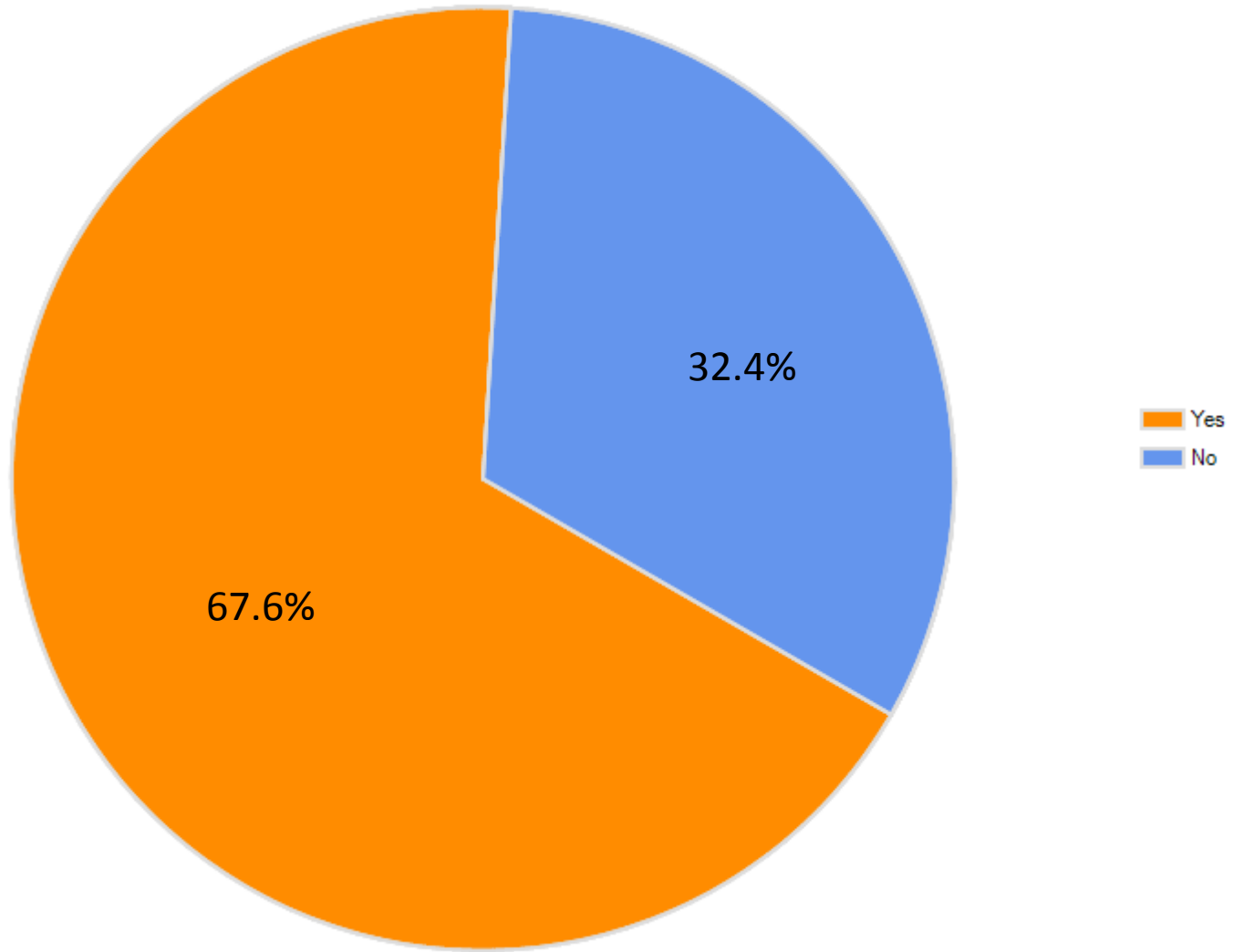


Do you provide administrative services to your unit?



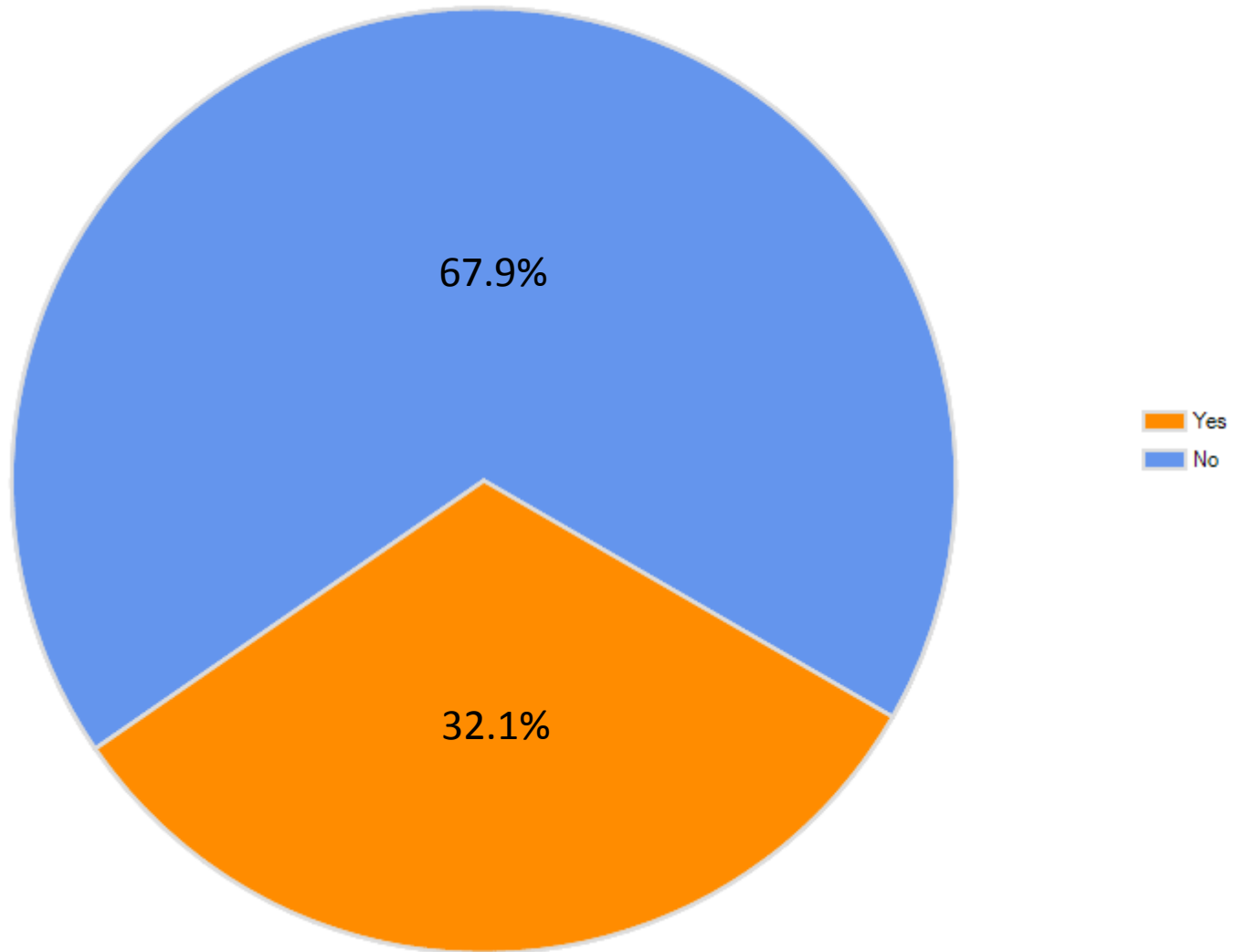


Do you serve on unit governance or other committees?



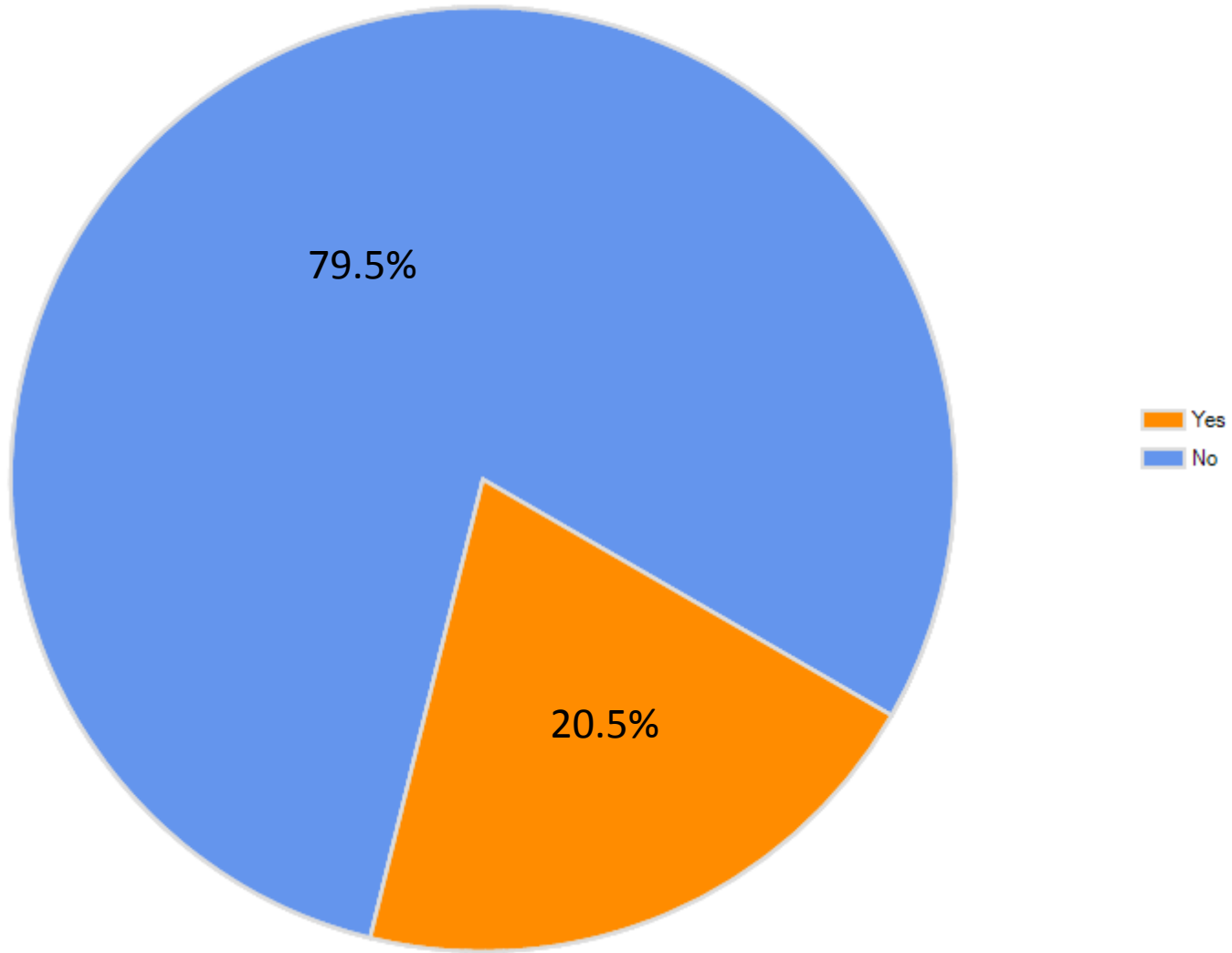


Do you serve on college governance or other committees?



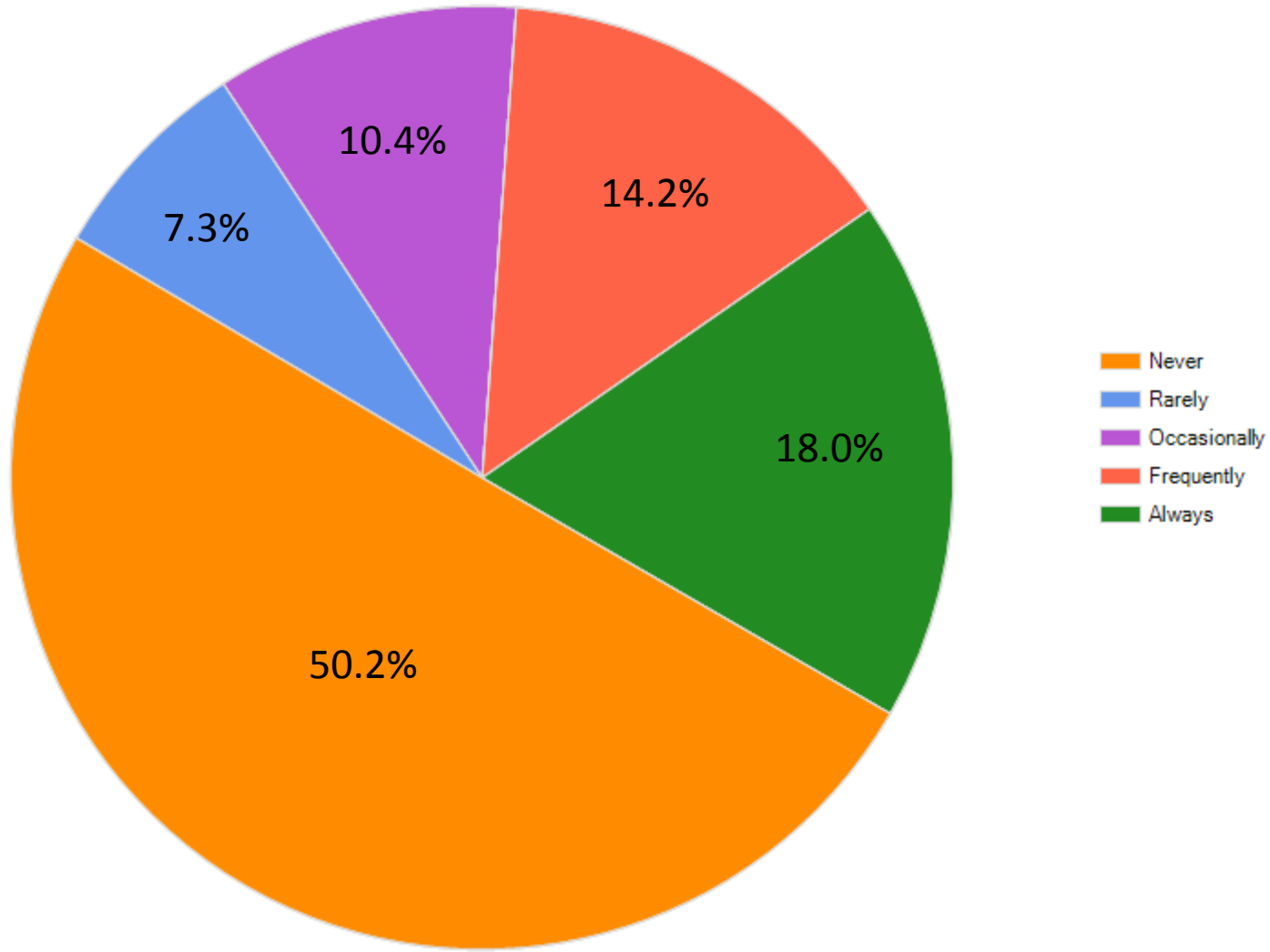


Do you serve on university wide governance or other types of committees?





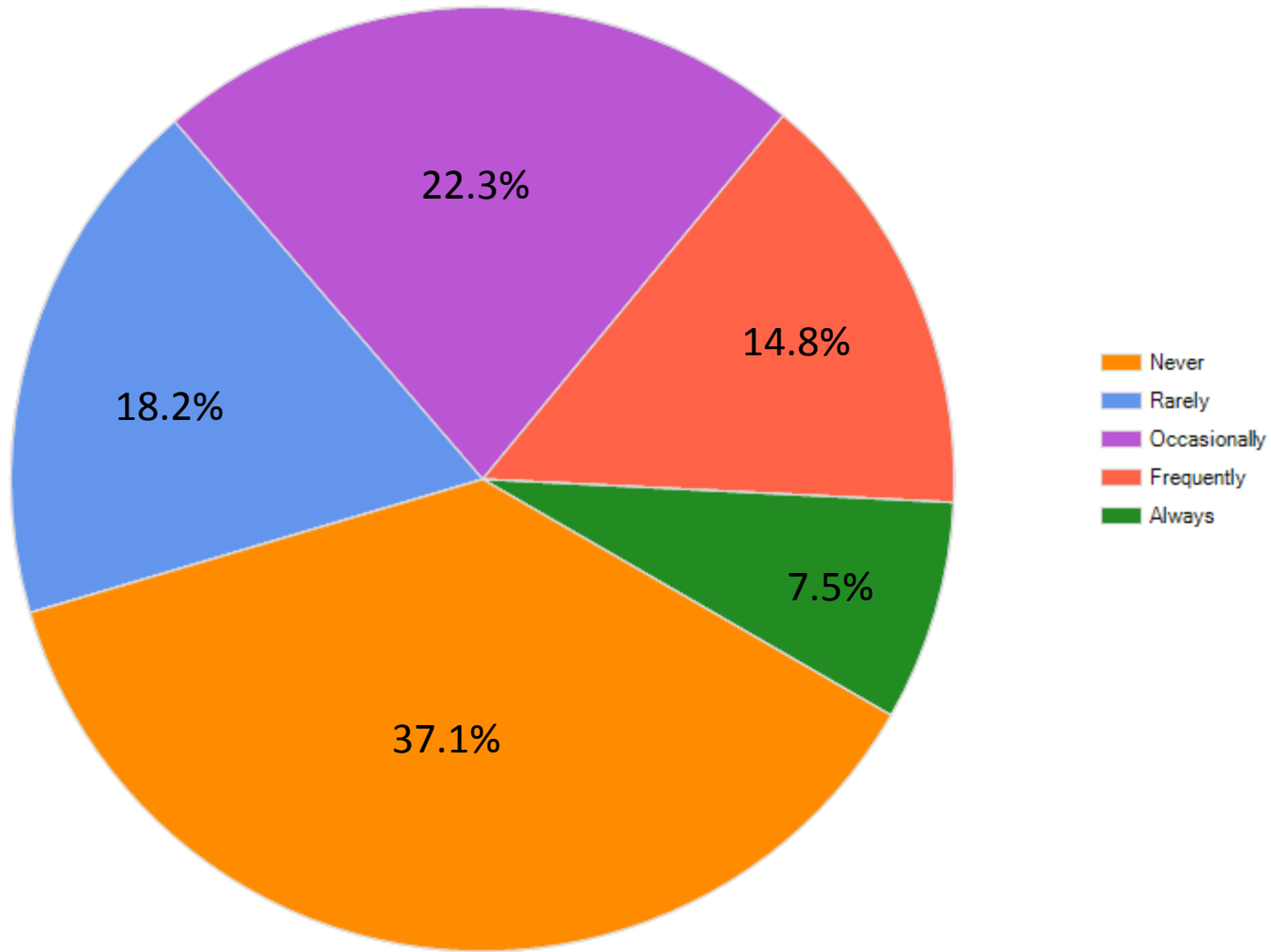
Coordinate 100/200 level courses



42.6% Coordinate 100/200 Level Courses



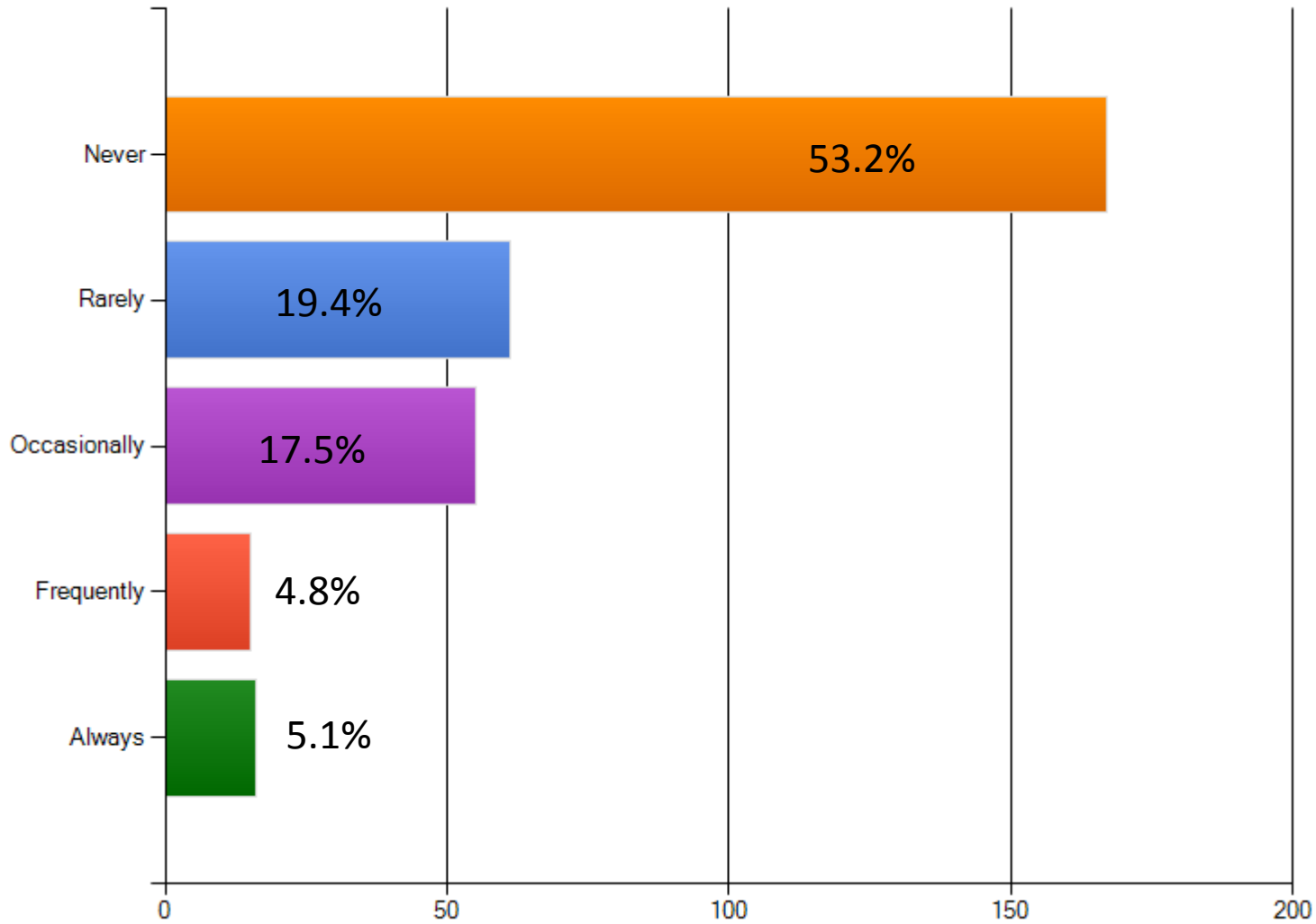
Assist in student recruitment efforts



44.6% Assist in Student Recruitment



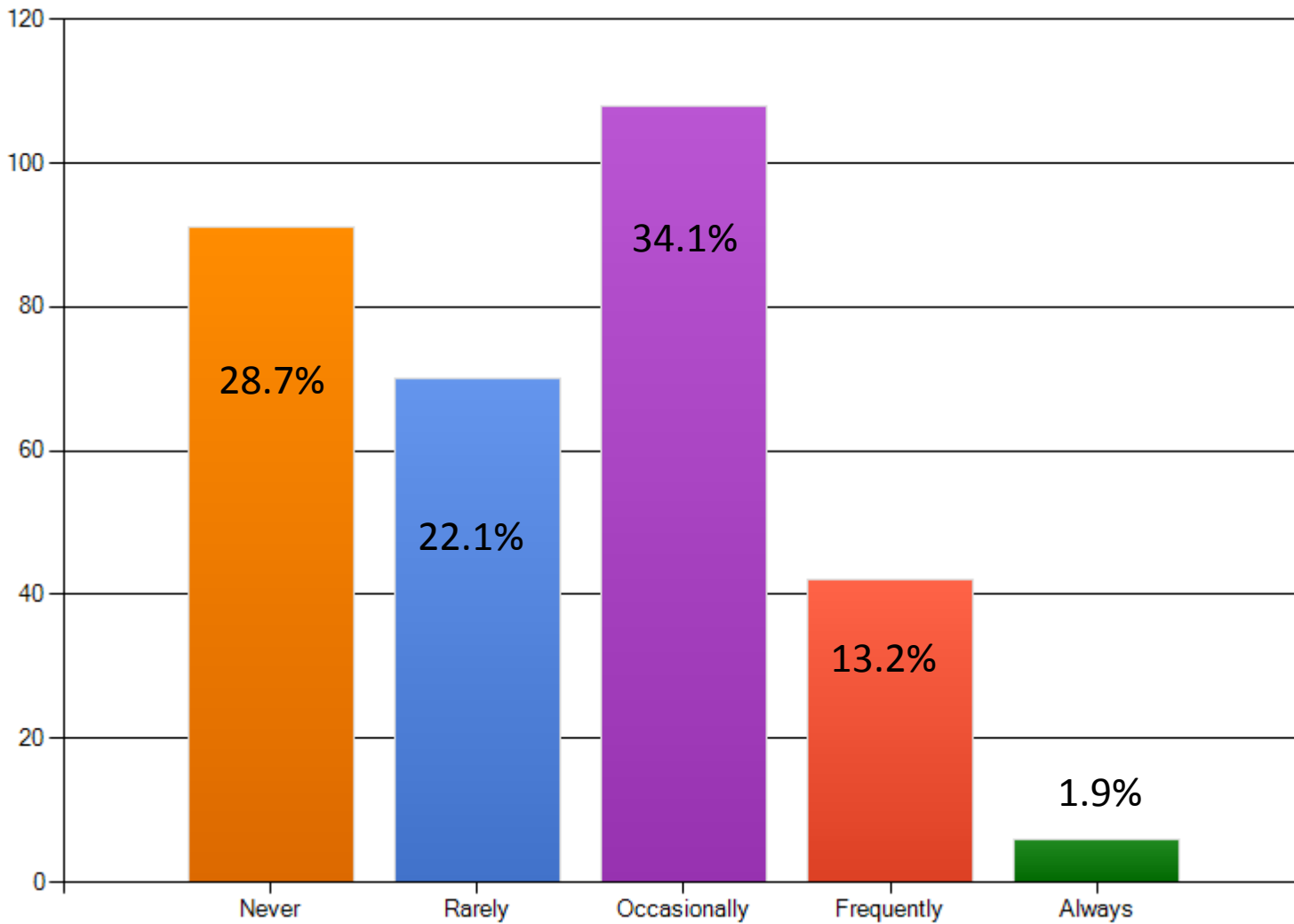
Participate in grant proposal preparation



27.4% Participate in Grant Proposal Preparation



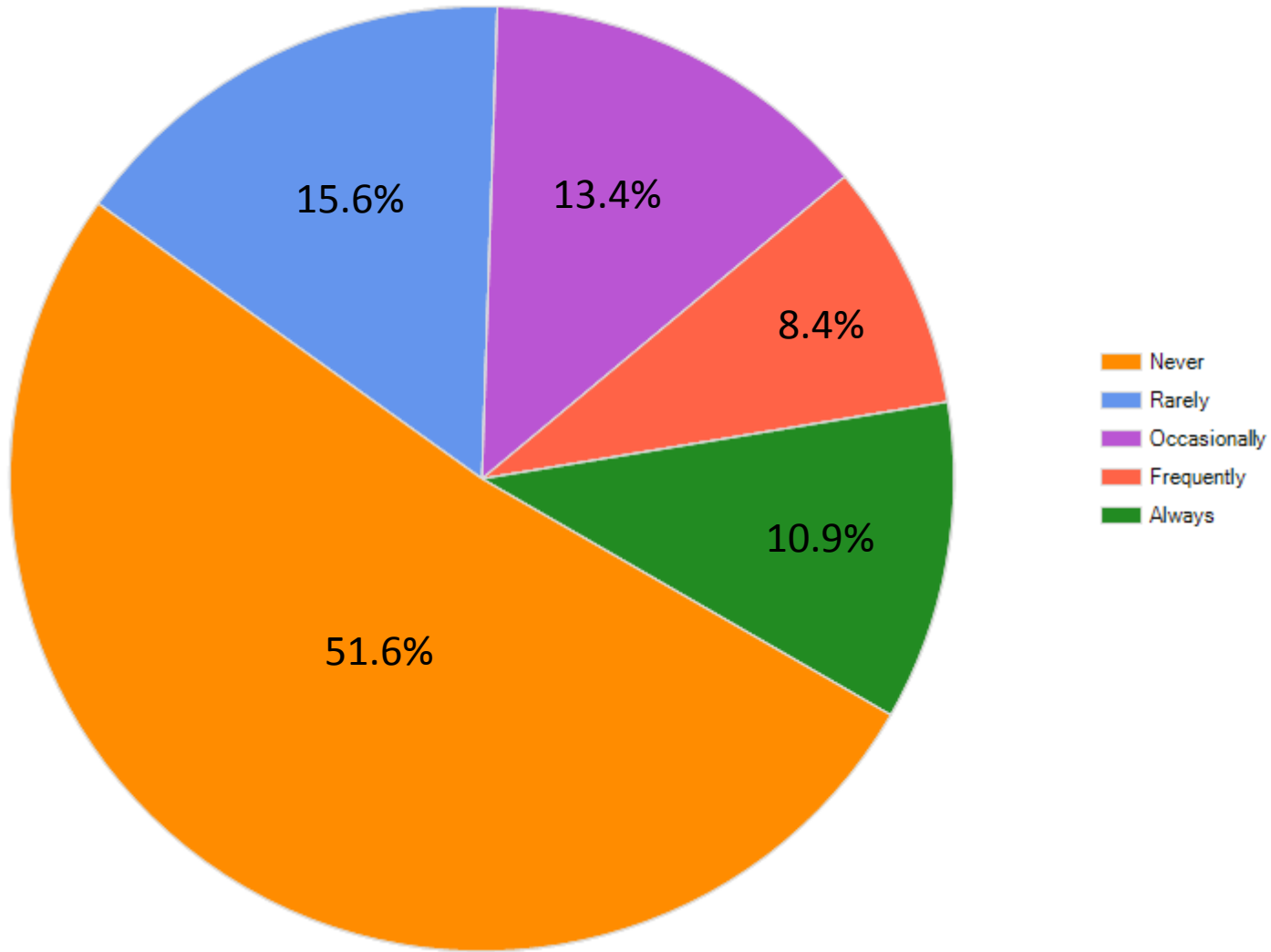
To campus audiences



49.2% Make Presentations to Campus Audiences



Sponsor campus student organization(s)



32.7% Sponsor Student Organizations

Some of our conclusions from the survey and points we would bring to the Senate are:



1. NTE Faculty consider themselves and are career, professional ASU Faculty members.
2. NTE Faculty are more than “mere teachers”. We support every aspect of the University’s missions. We teach not only undergrads but honors and graduate students.
3. NTE Faculty are engaged in professional organizations, who do research and write and/or edit journal articles and books in their fields.
4. NTE’s are unclear about hiring and advancement guidelines. Units have not made these decisions clear.
5. NTE’s are part of unit administration and University governance, yet some are not allowed to participate in unit governance.

Some of our conclusions from the survey and points we would bring to the Senate are:



6. NTE's are unclear and concerned about hiring and advancement guidelines. Units have not made these policies either available or clear.
7. NTE Faculty are very concerned about the commitment of ASU to their careers, and want a sense of security about their employment.

There are many more results (some quite pleasantly surprising) in the survey found at the ASU Faculty Senate Website.

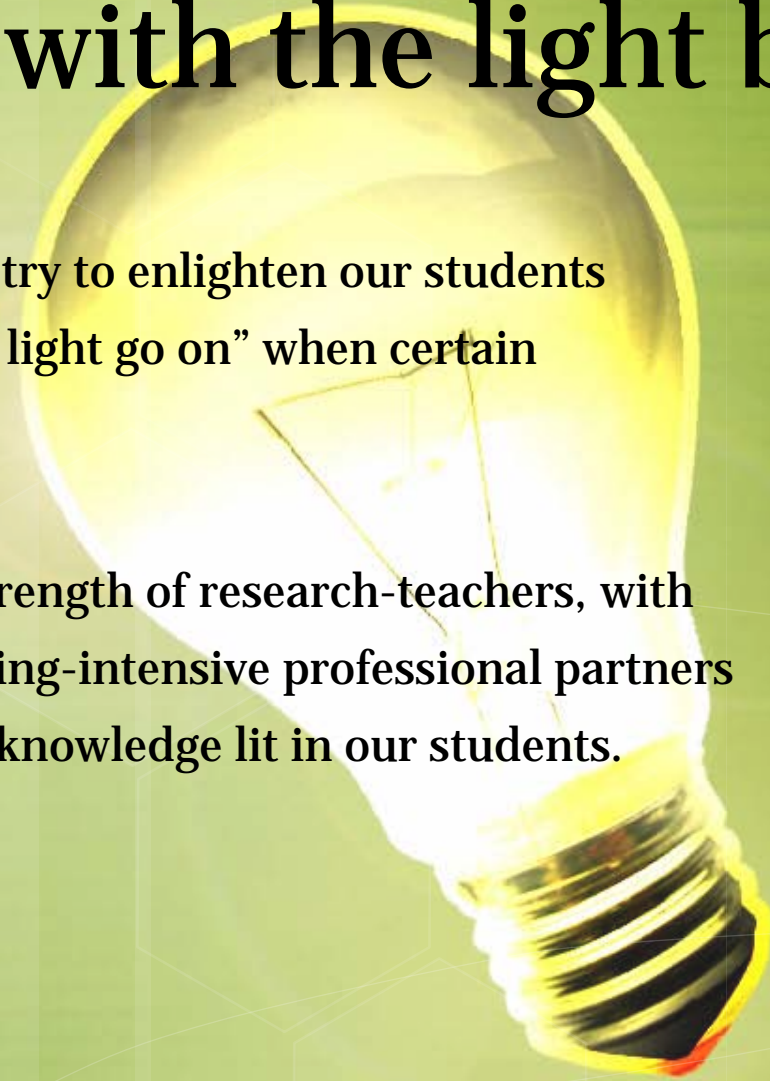
NOW: We are here to ask - - -

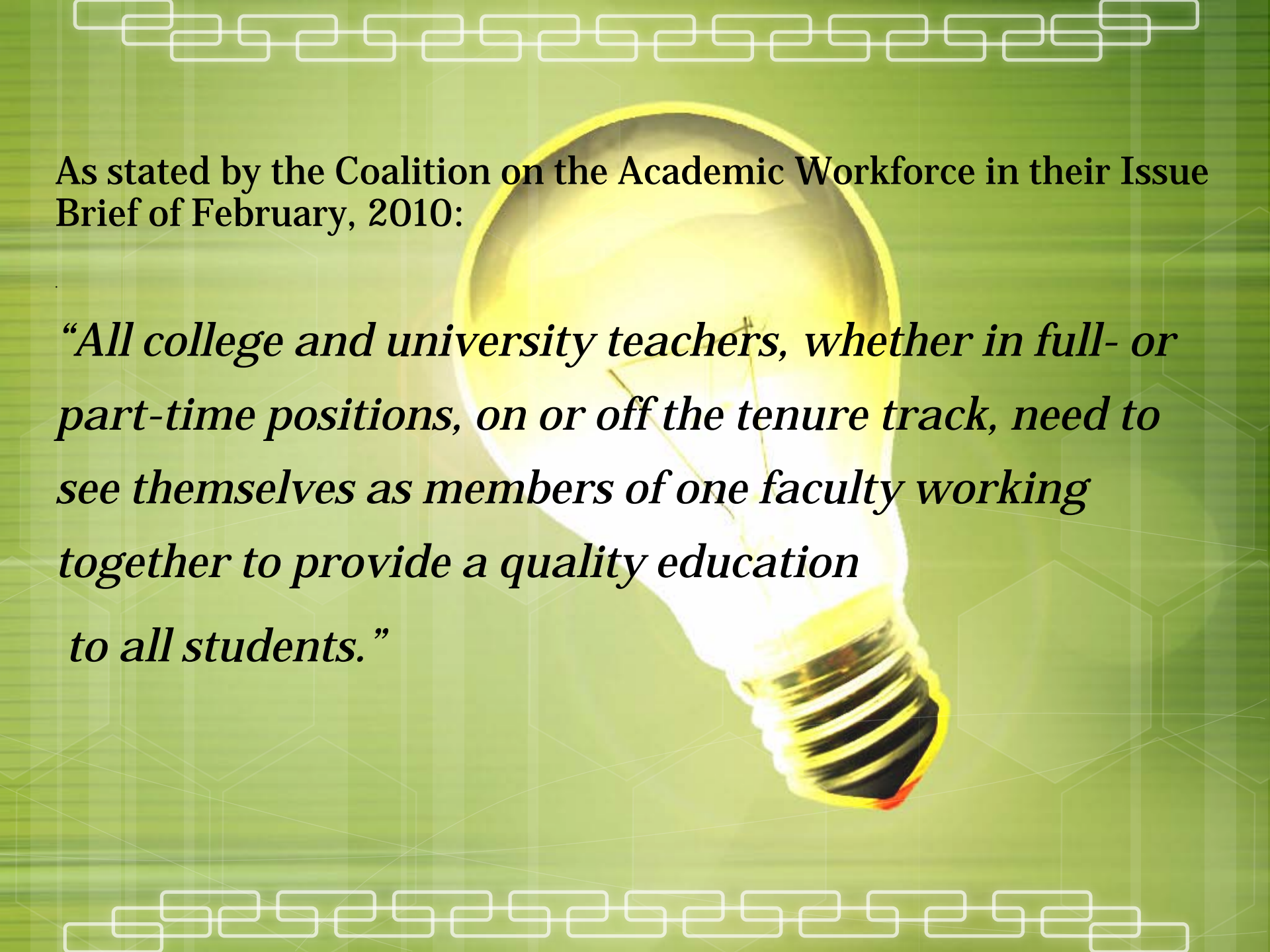
WHAT MORE do you feel we should report to or ask of the Senate or the Administration?

What's with the light bulb?

As educators, obviously we try to enlighten our students and all of us have “seen the light go on” when certain students finally ***Get It***.

It takes the surrounding strength of research-teachers, with the energetic drive of teaching-intensive professional partners to get and keep the light of knowledge lit in our students.





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

“All college and university teachers, whether in full- or part-time positions, 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.”