



**Non-Tenure Track Faculty Committee
Annual Report
2018-2019**

Committee membership:

Jenny Ellis, Beth Harn, Julianne H. Newton, Josh Razink, Julie Voelker-Morris, Karrie Walters, Stacy Arbuckle, Katie Conley

Sierra Dawson (non-voting)

Summary/Work Chronology:

During the 2018-2019 academic year, our Committee met five times: January 28, February 18, April 11, March 14, and May 2nd.

Our initial meeting focused on catching new members up with efforts from last year as well as selecting Beth Harn to chair the group. Additionally, more members were recruited to increase more input from a range of NTTF (e.g., GE, Research) and other Colleges.

Continued concerns over the term Non-tenure Track Faculty being seen as “less than” and disrespected continues and many expressed concerns on the overall climate across campus. Members shared that they knew some Departments have a climate survey that they administer on a regular basis, so next steps were to gather surveys to see how others measured “climate.” Examples were obtained from Psychology, English, and the School of Journalism. These were reviewed by all members and the group decided the purpose for this survey was to communicate across multiple stake holders (University, Colleges, Union, Departments, Program) with a goal to: a) Identify which departments do it well and what does that look like?; b) Try to keep focus more behavioral or on actions rather than “feelings” or for it to turn into an overly negative document.

Additional issues discussed by committee included: Job insecurity , Policies/workloads Professional development to improve teaching, Supported, valued, respected, security , identity, relationships with colleagues. The importance of capturing the full range of NTTF was also discussed (e.g., post docs, instructional, research, libraries, etc.).

Multiple drafts of a survey were developed and revised and the draft was then shared with the Senate Executive Committee on May 1st. Overall the survey was positively reviewed and they appreciated the Committee’s efforts. They brought up that the University is actively discussing completing a survey across all ranks but at that point, nothing had been decided.

There was a #DAPTalks on May 15 entitled: Campus Climate Survey: Present and Future Status where speakers addressed the timeline, status, and plans for a new, comprehensive survey to measure climate and inclusiveness on campus. Members of the UO climate survey working group took questions from the audience. The proposed survey is focused on staff, faculty, and OA’s. This effort is being led by VP of Equity and Inclusion Yvette Alex-Assensoh and Kaia Rogers, Tracy Bars, and Melanie Muenzer. An RFP is being developed for outside vendors to respond to. Beth Harn spoke with Yvette Alex-Assensoh about

the NTTF Committee's efforts and she was supportive of our survey and welcomed our input on the team working with the outside vendor in creating the survey in the future. With the University making

good progress, this committee decided to wait and see what the University puts forward, with the hopes of our input as part of the process.

The group also formally proposed to change the name of the group to the Career Faculty (CF) Committee with a focus on addressing issues of University of Oregon career faculty including clinical professors, professors of practice, instructional faculty, library faculty, and research faculty. In addition to career faculty classifications, this committee's work will be inclusive of issues impacting limited duration faculty employees including visiting, pro tempore, postdoctoral scholars, and retired faculty at the University of Oregon. This was also discussed at the Senate Executive Committee on May 1 and a formal proposal was submitted soon after (no response as of June 18, 2019).

Recommendations:

1. Ensure some representation on the University's workgroup for the climate survey.
2. Increase wider representation by potentially soliciting Jonathan Cain or Sara Dewaay from the libraries and/or Hayden Harker from Math.
3. We recommend having Career Faculty specific events at the Faculty club or other targeted campus events or programs to encourage community building.