

## NON-TENURE-TRACK FACULTY COMMITTEE

Annual Report for 2013-14

submitted by committee chair Gordon Sayre, Professor of English and Folklore

For this year's report I adapt some text already submitted for the tenth-year review of this committee, which was completed with Senate approval at the April 30th meeting.

The committee was first established by Senate motion US0102-8, which passed on May 22, 2002. An Ad Hoc committee on Nontenure-Track Instructional Faculty, chaired by Prof. Gina Psaki, had met that academic year and submitted the proposal for the new committee. The motion created the new Nontenure-Track Instructional Faculty (NTTIF) committee. During the 2007-08 academic year another motion was adopted to change the name to "Non-Tenure Track Faculty Committee." But, much to my chagrin (as I was Senate President in 2007-08, it was not until Spring term 2013 that Senate President Margie Paris noticed that the name change adopted in Senate legislation in 2007-08 had still not been implemented.

So our first action of the 2013-14 academic year was to implement this name change, and to discuss how the committee could learn about the needs and issues of NTTRF, and the new status of NTTF as members of the Collective Bargaining Unit represented by UAUO. The qualifier "Instructional" was dropped with the idea that the committee should address the needs (or issues) of nontenure-track research faculty (NTTRF), who are numerous in some colleges, including Education, as well as post-docs, who as limited-term research employees share many of the concerns of the NTTRF. Revised language for the charge and responsibilities of the committee, reflecting this change, was part of the tenth-year review:

#### 4) Charge and Responsibilities:

The Nontenure-Track Faculty (NTTF) Committee focuses on addressing ~~the needs~~ **issues** of nontenure-track instructional **and research** faculty at the University of Oregon. The responsibilities of the committee shall include the following: (1) Assess NTTF needs, identify priorities and develop proposals to meet them; (2) Recommend ways to educate the University community as a whole on the issues relating to and arising from nontenure-track status for instructional **and research** faculty; (3) Pursue long-range planning for NTTF issues and advocate for NTTF input into University decisions affecting NTTF; (4) Act as a channel for communication and community among members of the NTTF; (5) Gather information on nationwide trends in and research on NTTF employment; and (6) Review and consider other NTTF issues as appropriate.

Apart from the name change, actions of the committee in this and recent years have been:

- Working with the administration (in the Office of Academic Affairs) on hiring, promotion, evaluation processes for NTTF and trying to standardize them.
- Addressing the role of NTTF in departmental governance

Today the great majority of NTTF are covered by the collective bargaining agreement, and many of the issues the committee has worked on have been negotiated and codified through that process. Even prior to collective bargaining, the NTTF policy that went into effect in September 2007 brought a consistency to NTTF appointments, job titles, contracts, and promotion procedures that had been sorely needed since 2002 when the committee was created. The NTTF policy document of 2007 did not directly address salary and compensation, and although it called for clarification of NTTF standing—their eligibility to participate in decision making and professional development within their units—this issue remained unresolved in many units until the implementation of the CBA this year.

So, during 2013-14, committee meetings in December and in January served as a forum for committee members to discuss with Vice-Provost Barbara Altmann some of the key implementation issues in the CBA. The reclassification of NTTF, as guided by the memorandum of understanding appended to the CBA, and the matter of NTTF voting and participation rights in department meetings were the two most prominent issues. Many departments and units have been working very hard to create or bring these policies up to snuff, to meet deadlines set by the Office of Academic affairs and by the implementation committee of the UAUO. Another related issue that remains cloudy is whether NTTF have a service responsibilities in their job descriptions or whether they should be expected to have a service component that can be evaluated in promotion files. Does the eligibility for governance and decision-making constitute an expectation of service? Or does it constitute a governance function that is self-motivated (as a civic responsibility or as looking out for one's own interests) and thus is distinct from scholarly and community service?

When the tenth-year review came up for approval at the April 30th, 2014 meeting, I proposed adding to the membership of the committee two ex-officios from the UAUO executive committee, the Vice President for Non-Tenure Track Instructional Faculty Affairs, and the Vice President for Non-Tenure Track Research Faculty Affairs. These officers have the responsibility to look out for the interests of these faculty, to ensure the implementation of contract provisions, and to set priorities for future contract negotiations. At the April 30th meeting, amended language for the composition of the committee, in the “moderate revisions, slate 1” was enacted as follows:

#### 5) Membership Requirements:

Membership of the NTTF Committee is not fixed but shall include at least 10 members. Four of these members shall be of the tenured faculty, 4 NTTF (both instructional and research faculty), and 1 undergraduate and 1 graduate student. Non-tenured tenure-track faculty may also serve on the committee. Each UO school/college in which NTTF are employed should be represented on the committee at least every second year. The Senior Vice Provost for Academic Affairs or his/her designee shall serve as an ex-officio non-voting member. The UAUO Vice President for Non-Tenure Track Instructional Faculty Affairs, and UAUO Vice President for Non-Tenure Track Research Faculty Affairs may serve as ex-officio non-voting members.

Membership during 2013-14:

Terms ending June 2015: Eric Pederson (Linguistics), Arkady Vaintrob (Mathematics),  
Lillian Wells (Music & Dance), Timothy Jenkins

Terms ending June 2014: Dan Close (Family & Human Services), Mark Carrier (Biology),  
Gordon Sayre (English), Lori Hager (Arts Administration), Alex Dracobly (History)

Respectfully submitted,

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2013-14 NTTF Committee chair