

The NTTF Senate Committee Annual Report
University of Oregon
April 13, 2011

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co-chairs

Committee Members 2010-2011: Ina Asim, Mark Carrier, Alex Dracobly, Ali Emami, Alison Evans, Rebekah Hanley, Michele Henney, Kathleen O'Fallon, Amanda Powell, and Ken Doxsee (ex-officio) and Russ Tomlin (ex-officio)

NTTF Accomplishments:

1. Over the last five years we have seen continuous positive changes in NTTF's affairs due to the excellent efforts of many groups: the University Academic Affairs, Deans, and department heads. At all times, Academic Affairs consulted and incorporated comments and recommendations from the NTTF Senate Committee in creating documentation of the UO NTTF Policies.

UO Policy on NTTF dated November 12, 2007

(<http://academicaffairs.uoregon.edu/content/nttf-policies-procedures-practices>) defines career and adjunct NTTF and establishes guidelines for:

- [NTTF Appointments](#)
- [Rank & Title](#)
- [Salary & Compensation](#)
- [Evaluation & Promotion](#)
- [Standing](#) and,
- [Access to Grievance & Dispute Resolution](#)

The previous chairs and members of the Senate NTTF Committee deserve special recognition in their review and contributions to this document.

Currently Academic Affairs is completing the activation of the rank of lecturer, the reclassification of academic librarians from OA status to NTTF status (and the associated ranks and titles), and the establishment of the "Professor of Practice" category for adjunct faculty who have attained significant prominence in their respective fields/disciplines. This process is currently in the hands of OUS.

Current Accomplishments:

1. Working with Academic Affairs on the review and revision of a *NTTF Evaluation and Promotion Process* draft document.
2. At the suggestion of the committee and consistent with the president's commitment to the improvement of salaries for all unclassified staff (TTF, NTTF, and

OAs), Academic Affairs is undertaking a review of salaries across campus and in comparison to our AAU comparator schools.

3. Committee is conducting a survey of NTTF to determine their awareness of the existence of 2007 NTTF policy document and its implications.

Future Issues:

1. The development of unit-specific statements regarding the evaluation and promotion of NTTF and the processes by which these criteria statements will be created, reviewed, and approved.

2. Providing a unified standard for the process of hiring adjuncts to assure consistency, clarity, fairness and openness. The main objective is to assure that the job (position) defines the appointment and that academic degree does not define the position.

3. Discussions on the length of contracts for career NTTFs.

4. Discussion of the wisdom/merit of the creation of an elected committee for the evaluation and promotion and retention of NTTF similar to the FPC.

Survey Questions - these are the current questions to be sent to NTTF with regards to item (3) under current year accomplishments.

1. Are you an adjunct or a career NTTF (instructor/researcher)?

2. How many years have you worked at the UO?

3. Do you know the difference between "Adjunct" and "Career" NTTF?

4. What do you understand the difference/distinction to be?

5. Do you know which of these applies to your own position?

6. How were you informed of these changes (in a meeting, by email, etc) and by whom?

7. Were you satisfied with the information you received (did you feel you were well informed)? Please explain.

8. If you are hired as an adjunct, do you understand that you would have to reapply for a career instructor position and that it would be a national search to become a career instructor?

If you have any questions, comments, suggestions, please do not hesitate to contact either of the committee co-chairs.