

## **Response to AAUP re Non-tenure track faculty (NTTF)**

*(NTTF include instructional faculty, research faculty, professional faculty)*

*Office of the Provost*

*3 10 2016*

### **Compensation**

**How is the administration planning on implementing a “set of targeted raises based on a review of NTTF salaries, taking into account years of service and aligning OSU wages with salaries at peer institutions”?**

Salary increases for all eligible unclassified employees were implemented in 2014. The average increase for the NTTF job group in January 2014 was just over 3%, with additional mid-year increases that brought the average increase for 2014 to:

- Instructors: 6:38%
- Faculty Research/Research Associate: 6.58%
- Professional Faculty: 6.43%
- Fixed Term Professorial: 5.84%
- T/TT: 6.39%

As of September 2014, minimum salary rates for instructors teaching credit-bearing courses within academic colleges were set at:

- 9 month Instructors: \$38,196
- 12 month Instructors: \$46,692
- 12 month ESL Instructors: \$40,000

The “Job Category Framework and Compensation Program” for Professional Faculty was also implemented university-wide. The program focused on fair and competitive job levels and pay practices; improving opportunities for career progression; etc. All professional faculty positions were placed into a framework with three components: job families, job levels, job profiles. During the roll out of this program, every professional faculty position was plotted within the framework, and those employees who were found to be below the floor salary rate for their position received a salary increase.

In January 2016, all eligible unclassified employees were eligible for a 3% increase for fully satisfactory service. The University has also tentatively planned a merit increase package for January 2017 (average 3% pool) for which all unclassified eligible employees will be considered.

While you did not request information about professional development, it is worth noting that the Office of the Provost provides \$50,000 per year in funding for small professional development grants. The grants are administered through the office of the Senior Vice Provost for Academic Affairs and are available to instructors and professional faculty.

**How is the administration working to develop bridge funding to supplement salaries for research faculty between their grant cycles?**

Currently, there is no comprehensive, institution-wide bridge funding program. Bridge funding decisions occur at the unit level. We recognize that in the long term, an institution-wide program is needed to address this issue effectively. It is an important priority for the university administration as we assess allocation of research expenditures over the next several years.

## Job Security

### **Is there a plan to extend multi-year contracts to NTTF who have 4 years of cumulative service across OSU?**

Extended fixed-term contracts are generally available to employees in the following academic ranks who have been in their position at least four years\*, have made significant contributions to the University over a sustained period, and have passed the first promotion in rank:

- Senior Instructor I and II;
- Associate and Full Professor (Extension);
- Associate and Full Professor (Senior Research);
- Associate and Full Professor (Clinical); and
- Senior Faculty Research Assistant.

*\*Notes: Promotion from the rank of Instructor to Senior Instructor I may be considered after four years of full time service, calculated from the hire date to December 31 of the calendar year prior to the promotion decision (promotion decisions are made in June of the following year). For part-time instructors at .50 FTE or greater, promotion to Senior Instructor I may be considered after accumulating the equivalent of four years of full-time service in relation to the type of appointment (9 or 12 month). For fixed-term instructors with extended prior service, promotion to the rank of Senior Instructor I cannot be made effective before the end of the third year of full-time service or the accumulation of its equivalent for part-time instructors at .05 FTE or greater.*

*The four-year minimum may be split among more than one unit, as long as the position descriptions and scope of the position are similar in each of the units.*

For Professional Faculty, in order to provide for a greater degree of job security than standard fixed-term appointments, extended fixed-term appointments may be recommended, consistent with stable funding. Extended fixed-term appointments have terms of up to two years and with administrative approval may be extended for one year at the end of each year. This type of appointment thereby leaves the faculty member at the beginning of each year with an appointment having the same length as the prior appointment.

A reasonable expectation of funding continuation for the position must exist for an extended fixed-term contract to be given to a faculty member. Fixed-term faculty in positions funded by education and general funds will be considered for an extended contract if there is a reasonable expectation that funds will be available for the duration of the contract. Education & General funds or other types of recurring funds (e.g. Federal or County

Extension funds, Forest Research Lab funds, Federal Agriculture Experiment Station) may meet this criteria.

In *all* cases, extended fixed-term appointments are to be proposed only for our most meritorious faculty on fixed-term appointments with four or more years of service.

*Note: There is one exception to the four year requirement for professional faculty: An extended year contract may be given to the head of a major administrative unit, generally upon initial appointment into his/her position, upon approval of the respective Vice President or Vice Provost and the Senior Vice Provost for Academic Affairs.*

**Is there an effort to limit the use of term-by-term contracts across OSU?**

Generally, term-by-term contracts are the exception, not the rule. However, there are certain circumstances where the use of term-by-term contracts is to be expected, including short term courses, the need to hire an instructor to cover a term or longer for another instructor, courses or workshops where funding is of limited duration, and so on.

Dates	Number of instructors minus ESL, FSF, PAC and Motorcycle Safety	ESL	PAC	MS	Faculty Staff Fitness s	Total
9/16/2013 - 9/15/2014	343	61	17	29	0	450
9/16/2014 - 9/15/2015	349	25	12	39	10	435
9/16/2015 - Today	223	16	14	11	1	265

Dates	Number of <u>term by term</u> Instructors minus ESL, FSF, PAC and Motorcycle Safety	ESL	PAC	MS	Faculty Staff Fitness s	Total
9/16/2013 - 9/15/2014	223	26	17	0	0	266
9/16/2014 - 9/15/2015	223	10	11	1	6	251
9/16/2015 - Today	148	15	7	4	1	175

Dates	Total number research faculty	Total number Professional faculty
11/1/2014	519	1589

11/1/2015	511	1693
today (2/24/2016)	509	1692

*As per OSU HR, we do not hire term-by-term research faculty or professional faculty.*

## **Promotion**

**Is there a way to know how many NTTF have been promoted to Senior Instructor ranks and what units are being successful in promoting their faculty?**

In the spring of 2013, OSU approved changes in academic appointments that allowed for additional opportunities for promotion for Instructors. Instructors can be reviewed for promotion to Senior I and Senior II positions after four years of full-time service in the current rank. In 2014, each academic dean turned in a report on their schedule for promoting instructors in their college.

Effective July 1, 2015, Instructors promoted to the Senior I rank will be given a two-year fixed-term appointment. Instructors promoted to the Senior II rank will be given a three-year fixed-term appointment. Additionally, multi-year contracts were applied retroactively to all promoted Instructors.

*Note: Senior FRA's are not automatically eligible for multi-year contracts as they are funded on external grants.*

### **Promotions for Instructors**

#### **2013-2014**

- 11** Instructors promoted to Senior Instructor I  
(units: Agricultural Sciences; Cascades Campus; Engineering; Forestry; Liberal Arts; Pharmacy; PHHS; Science)
- 3** Instructors promoted to Senior Instructor II  
(unit: Science)

#### **2014-2015**

- 18** Instructors promoted to Senior Instructor I  
(units: Agricultural Sciences; Business; Cascades Campus; Education; Engineering; Liberal Arts; PHHS; Science)
- 10** Instructors promoted to Senior Instructor II  
(units: Agricultural Sciences; Liberal Arts; Pharmacy; Science)

**Has the Faculty Senate developed a revised and simpler process for the promotion of NTTF across OSU?**

Effective July 1, 2015: The reviews of Instructors, Faculty Research Assistants as well as Courtesy Faculty going up for promotion\* will end at the College level, rather than the University level.

Note: \*Promotion cases will end at the College Level, but all tenure cases will continue up through the University Level.

The College is responsible for ensuring that the promotion and tenure guidelines and procedures are followed and for reporting results of Instructors, Faculty Research Assistants and Courtesy Faculty promotions to Academic Affairs. It is expected that dossiers for all promotion reviews will be submitted through the same online system as the other promotion and tenure dossiers.

**Is there a way to know how many NTTF who have been promoted are women and faculty of color?**

2013-2014	Female	Male	Non-Hispanic	Hispanic	Unidentified
Instructor I	4	7	8	1	2
Instructor II	2	1	3	0	0

2014-2015	Female	Male	Non-Hispanic	Hispanic	Unidentified
Instructor I	10	8	15	2	1
Instructor II	7	3	9	1	0

## Advocacy within the Faculty Senate

**Has the Faculty Senate created a Faculty Senate Standing Committee for NTTF to investigate and implement best practices for NTTF working conditions?**

See the attached document which addresses this question and others.



Faculty Senate  
Letter for Joseph Or

## Oversight and Transparency

**Has the administration worked to develop a “mechanism for the mandatory annual reporting by College deans of data” on NTTF appointments in their colleges? If so, where can faculty access this data?**

The university administration will annually review hiring of all faculty on campus, including NTTF, by college. Additionally, the administration will review salaries of NTTF, compared to peer institutions and within the job category framework developed at OSU. An annual snapshot will be posted to the Institutional Research web site.

The office of the Senior Vice Provost for Academic Affairs monitors the promotion and tenure process and numbers of NTTF (where applicable) going through the process.