

Memo

Date: May 8, 2014

To: OSU Faculty Senate Executive Committee

From: OSU Faculty Status Committee, Co-Chairs Cheryl Middleton & Evan Gottlieb, Armelle Denis, Jennifer Doreen, Albrecht, Vidyasagar Sathuvalli, and Wendy Hein

Subject: Priority recommendations to address results of Non-Tenure Track Faculty Survey

As academic institutions continue to hire unprecedented numbers of non-tenure track faculty to fulfill their teaching and research missions, the resulting inequities in their working environments are becoming increasingly prominent.

In January 2013, President Ed Ray and the OSU Chapter of the American Association of University Professors (AAUP) charged faculty representatives from the OSU Faculty Senate Faculty Status Committee Armelle Denis (World Languages and Cultures Program, School of Language, Culture and Society) and Evan Gottlieb (English Program, School of Writing, Literature, and Film) and faculty members of the OSU-AAUP Lori Cramer (Sociology Program, School of Public Policy) and Kathleen Stanley (Political Science and Sociology Programs, School of Public Policy) with conducting an online survey designed to examine working conditions for non-tenure track faculty at Oregon State University. Results were distributed to the Faculty Senate, the Faculty Status Committee, and the campus-wide community in a report entitled "We Power Orange." After reviewing the report and recommendations, the OSU Faculty Senate Faculty Status Committee supports the following recommendations.

Fair Compensation

- Implement an immediate and significant raise across the board for all non-tenure track faculty (suggested raise = 10%).
- In order to address inequity issues, especially the absence of a progressive step system of wages that would reward seniority, we recommend a second set of targeted raises based on a review of non-tenure track salaries, taking into account years of service and aligning OSU wages with salaries at peer institutions.
- For NTT research faculty, we recommend developing bridge funding to supplement salaries between grant cycles (suggested mechanism: gathering data at the college-level about best practices + working to generalize them).

Job security

- We strongly discourage tying multi-year contracts exclusively to promotion; in other words, extended fixed-term contracts should be offered to NTT faculty members regardless of their rank.
- We recommend extending multi-year contracts to non-tenure-track faculty who have 4 years of cumulative service across the University, setting an objective of two-thirds (66%) of NTT faculty on multi-year contracts by 2016.
- While there may be situations justifying the use of term-by-term contracts, we recommend limiting their use: no more than 10% of the non-tenure track faculty in a college, and no NTT faculty member with more than 2 years of service, should be on a term-by-term contract by 2016.
- We strongly discourage the practice of setting FTE at less than .5 FTE for a half workload.

Promotion

- We recommend that the pace and number of promotions in the NTT ranks be greatly increased: ideally, 50% of NTT faculty who are eligible for promotion should be considered for promotion by 2016, and promotion should happen on a timely basis.
- We recommend that the Faculty Senate Promotion and Tenure Committee be charged with revising and simplifying the promotion process and requirement NTT faculty to advance into the senior instructor ranks in a timely fashion

Advocacy and Support of Non-Tenure Track OSU Faculty

We support the creation of an OSU Faculty Senate Committee on NTT Faculty. Its mission, inclusive of all non-tenure-track faculty, would focus on adopting and implementing best practices, as well as providing an institutional place of advocacy. (This committee would also be charged with making recommendations for standards for position descriptions and would work with the Faculty Senate Promotion & Tenure Committee and the Faculty Status Committee to develop a process for promotion more in line with non-tenure track position expectations.)

Oversight and Transparency

We support the creation of a mechanism, by 2016, for mandatory annual reporting by College Deans of data on non-tenure track faculty appointments in their colleges. Reports should include numbers in each rank, salaries, years in service and number of promotions (please see Appendix A for a sample of the information that could be requested). Reports should be available publicly on the Faculty Senate website. We anticipate that the monitoring of data would be the work of the newly created Faculty Senate Committee on NTT faculty (see above).