

*Materials linked from the June 6, 2014 Faculty Senate agenda.*

**Recommendations from Faculty Status Committee based on Spring 2013  
Non-Tenure-Track Faculty Survey**

Date: June 5, 2014

To: OSU Faculty Senate Executive Committee

From: OSU Faculty Status Committee, Co-Chairs Cheryl Middleton & Evan Gottlieb

The issues of academic institutions hiring non-tenure-track faculty to support their teaching and research missions, as well as inequitable working conditions within the academic labor force, are becoming more prominent as more institutions continue to stretch their budgets and meet increased enrollments and needs with non-tenure-track faculty.

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 (NTT) faculty at Oregon State University. Close to half of all NTT faculty at OSU (46%) responded (1,262 respondents); results were distributed in March-April 2014 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.

**Compensation**

- Although NTT faculty received a 3% across-the-board raise in Fiscal Year 2014, and are eligible for the current round of merit raises, instructor wages at OSU remain "far below median" ([Chronicle of Higher Education](#)). Thus we recommend an immediate across-the-board raise for instructors as well as sustained efforts to raise wages for all NTT faculty.
- Initiate a Compensation Program for NTT Instructional and Research Faculty

comparable to the benchmarking process used for Professional Faculty (and also comprising a thorough review and standardization of Position Descriptions), resulting in raises no later than AY 2015-2016. While this process seeks to align wages with our compensation peers, and is largely based on market value, we recommend that raises also take into account years of service to better address inequities identified at OSU, especially the absence of a progressive step system of wages that would reward seniority.

- Systematically include NTT faculty for consideration for merit raises along with their tenure- track colleagues.
- 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 best practices).

### **Job security**

- We recommend not 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 support offering extended fixed-term contracts (rolling two or three year contracts) to non-tenure-track faculty members who have four years of cumulative service across the University, setting an objective of two-thirds of NTT faculty on multi-year contracts by 2016.
- While there may be situations justifying their use, we recommend limiting the use of term-by-term contracts: no more than 10% of the instructional non-tenure track faculty in a college, and no faculty member with more than two consecutive years of service, should be on a term-by-term contract. We further recommend a study to determine current ratios and best practices moving forward to achieve the above goals.
- We strongly discourage the practice of setting FTE at less than .5 FTE for a half workload. Here too, a study examining the pervasiveness of this practice would be beneficial.

### **Promotion**

- We recommend that the pace and number of promotions in the NTT ranks be greatly increased: ideally, 50% of the non-tenure-track faculty who are currently eligible for promotion should be considered for promotion by 2016, and 100% of currently eligible NTT faculty should be considered by 2018.

- We also recommend that the Faculty Senate Promotion and Tenure Committee be charged with simplifying the process for the promotion of NTT faculty, determining requirements for compiling dossier evidence more in line with position expectations and more commensurate to the benefits received upon promotion, which do not include tenure.

### **Advocacy and Support of Non-Tenure Track OSU Faculty**

- We support the revision of standing rules for relevant Faculty Senate Committees (especially the Faculty Economic Welfare and Retirement Committee, the Faculty Status Committee, and the Promotion and Tenure Committee), mandating joint chairmanship by one tenure-track and one non-tenure-track faculty member, and ideally no less than 50% composition of non-tenure-track committee members at any given time.

- We also recommend explicitly charging said committees with addressing ongoing issues confronting non-tenure-track faculty members, as identified in the Spring 2013 NTT Faculty Survey Report (*We Power Orange*) presented to the Faculty Senate in March 2014.

### **Accountability and Transparency**

We support the creation of a mechanism for mandatory annual reporting by the Provost of college-specific data on non-tenure-track faculty appointments. Reports should include numbers in each rank, salaries, number of promotions, contract length, etc. (please see [Appendix A](#) for a draft checklist of the information to be provided), and should be made publicly available on the Faculty Senate website (some data may have to be aggregated to protect anonymity).