

Transforming Appointments for Non-tenure-track Faculty

Central Tenets

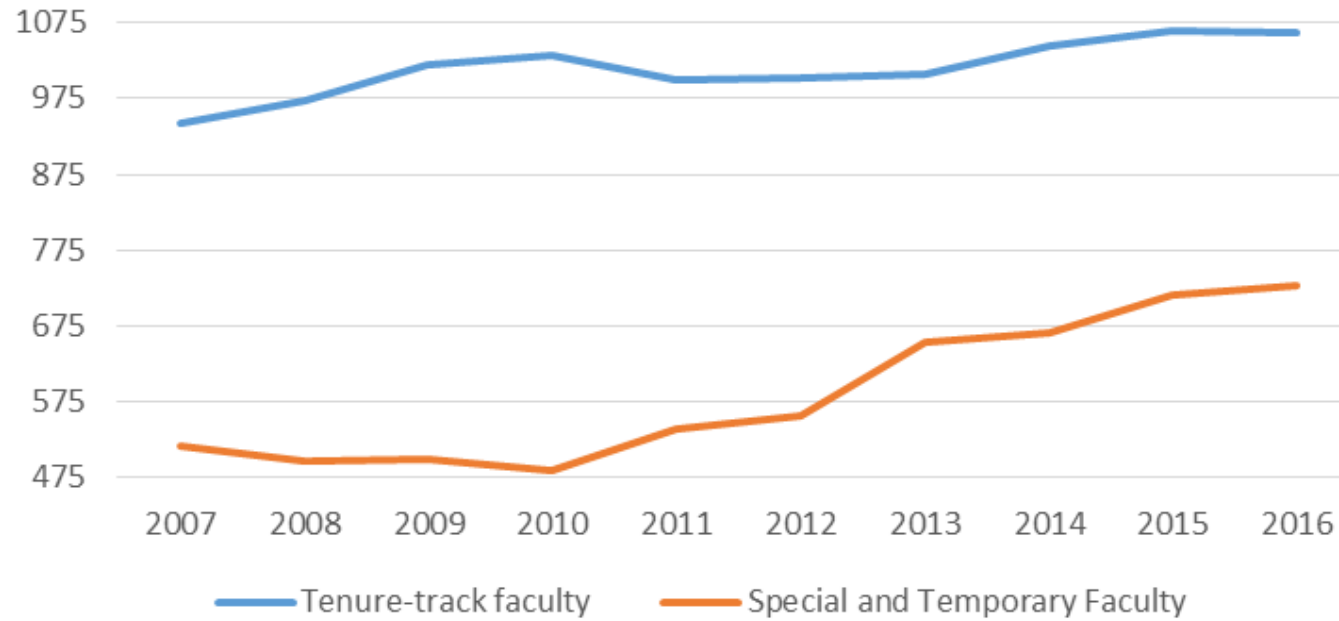
Rationale for these Central Tenets

- ▶ The Committee on Non-Tenure-Track Faculty at CSU has identified these central tenets to recognize the important work of all faculty, emphasize the fair treatment of all faculty, and improve the working conditions of all faculty in order to better meet our responsibilities to our students and their education.
- ▶ The goal of identifying these central tenets is to distill the best practices for the hiring, evaluation, promotion, and retention of faculty members, with the aim of unifying the variety of approaches taken with NTTF.

Who are we talking about?

- ▶ Since 2007, tenure-track faculty appointments have gone from 942 to 1061 (119 more people).
- ▶ Since 2007, non-tenure-track faculty appointments have gone from 215 Special and 303 Temporary to 261 Temporary and 467 Special (210 more people).
- ▶ 37% of tenure-track faculty are women while 61% of special faculty and 54% of temporary faculty are women.

Growth of Special and Temporary Faculty Relative to Tenure-Track Faculty



Who are we talking about?

- ▶ 728 Special, Senior Teaching Appointment, and Temporary Faculty (Fact Book)
- ▶ Teach 44% of the undergraduate credit hours (Fact Book)
- ▶ 41% have been at CSU for 10 or more years (2014 CSAL Survey)
- ▶ 77% have been at CSU for 3 or more years (2014 CSAL Survey)
- ▶ 82% are glad to be part of the CSU community (2014 CSAL Survey)

Who are we talking about?

- ▶ 81% do not have a contract, despite 2012 passage of HB1144 (2014 CSAL Survey)
- ▶ 32% have to reapply for their jobs every year (2014 CSAL Survey)
- ▶ 58% do not report feeling secure/stable with their employment (2014 CSAL Survey)
- ▶ 51% are not eligible or are unsure whether they are eligible for promotion or merit pay increases (2014 CSAL Survey)
- ▶ 53% do not report feeling valued as a professional (2014 CSAL Survey)
- ▶ 44% do not feel included in department decision making (2014 CSAL Survey)
- ▶ 53% are not rewarded for service (2014 CSAL Survey)

Secure and Protected Appointments with Policy Oversight and Enforcement

- ▶ A career path for teaching faculty and specialized positions off of the tenure track with a system of rights and protections that provide for fair treatment, full and safe participation in the community, and an opportunity to improve and excel without fear.
- ▶ Consistent implementation of the career path in
 - ▶ hiring
 - ▶ evaluation
 - ▶ promotion
 - ▶ retention

Funding

- ▶ A budget commitment to salaries of teaching faculty in these appointments.
- ▶ A central budget commitment for participation in the annual salary exercise and for merit raises throughout the career of these appointments.

Ethical and Legal Hiring

- ▶ Hiring practices approved and monitored by the Office of Equal Opportunity (OEO).
- ▶ Clear and fair process for evaluation and promotion.

Specific, Centralized, and Approved Offer Letters

- ▶ Consistent with definitions in the Academic Faculty and Administrative Professional Manual, letters will identify each position's expectations and responsibilities

Full Support and Provision of Resources

- ▶ Providing materials required to fulfill and exceed job responsibilities
 - ▶ access to and training on technology
 - ▶ consistent and sufficient office space
 - ▶ professional development resources

Evaluation and Notification

- ▶ Inclusion of all faculty in annual and promotional evaluation.
- ▶ Transparent evaluation in terms of how it is conducted, what materials are being looked at, and what the potential outcomes may be.
- ▶ Timely notification of when evaluations take place and outcomes.

Promotion

- ▶ All faculty should have access to a career path that allows for
 - ▶ an increase in rank
 - ▶ deeper community integration through service and recognition
 - ▶ evolving job responsibilities

Voting Rights

- ▶ To meet the ideals of shared governance, all teaching faculty and faculty in specialized positions will have voting rights in the governance of their units and the larger university.
- ▶ Specifically, all faculty should be eligible to vote for their faculty representatives and to vote on department matters relevant to their job responsibilities.

Due Process and Grievance

- ▶ A centralized, systematic and consistent due process system superseding individual departments and colleges, in line with section K of the Academic Faculty and Administrative Professional Manual in order to
 - ▶ protect academic freedom
 - ▶ encourage fair and ethical hiring, evaluation, and promotion
 - ▶ eliminate the problem of arbitrary non renewal