

Subject: RE: NTTF: Follow-up questions

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Question

There is mention on NTTF workshop Slide 19 (<http://academicaffairs.uoregon.edu/content/non-tenure-track-faculty-nttf>) of timely notice given to NTTFs, in the case of a termination of contract, if they have been employed at least 3 years. How long is this timely notice?

Answer

The NTTF policy says that, after 3 years of service at 0.5 FTE or greater, NTTF will receive the same timely notice as for tenure-track faculty. Excerpts from the OARs:

Faculty members in their third year or more of service shall be given a year's notice of non-renewal.

In situations of financial exigency, it may not be possible to provide timely notice as described in this policy, but it is the university's policy to provide as much notice as possible. See the state board's administrative rules OAR 580-21-315 through 318 for more information.

Question

I know of non-career instructors on term-to-term contracts, and who have been so for several years, if not for more than three. My understanding from slide 22 is that these instructors must be labeled "adjunct", no longer pool, and that they may not be hired as such for more than three years. Is my understanding correct? If so, then when will this be enforced?

Answer

Since departments are still developing their hiring and promotion documents, we remain in something of a transition period. Your question highlights the need for this transition to occur quickly. I think now would be a good time for your department to have discussions about their NTTF needs and whether some positions currently filled with adjuncts should be converted to career positions. These positions would need to be advertised, and current NTTF would of course be welcome to apply.

Question

When will the Senior Instructor II and Lecturer positions be implemented? I know of instructors who have been Senior Instructors for over 6 years and for whom this is of great interest.

Answer

The new ranks, including Senior Instructor II, Lecturer, Senior Lecturer I, and Senior Lecturer II, have been reviewed and in essence approved by the OUS. However, we have been informed that they require a change in the OARs in order for them to be implemented. The groundwork for this change is underway, but it is unfortunately mostly out of our hands. We will make an announcement to the campus community as soon as the changes are made official.

Question

What will be the criteria for advancing to Senior Instructor II?

Answer

Roughly, one might imagine a parallel with expectations for promotion from associate professor to full professor, tailored of course to the job expectations of the NTTF position, but this will be determined by each department as they develop their NTTF promotion documents, which will be approved by the Dean and by Academic Affairs. Since we are still waiting for the OAR changes to be made, now would be a good time to lay the groundwork for upcoming promotions to Senior II level by developing criteria and including them in the draft NTTF promotion documents. That way, you will be ready to move forward when we are allowed to do so.

Question

It is noted (Slide 37 of the on-line presentation) that Deans will work with departments to establish competitive salaries. What is happening on this front?

Answer

A parallel process to the tenure-track faculty salary equity project is underway. While it is complicated given the range of NTTF positions and titles, here and at institutions with which we might wish to compare ourselves, good progress has been made and we have every hope of moving forward.

Question

Slide 61 includes a recommendation that a minimum 6% increase be given to instructors upon the granting of a promotion. Will this be happening? Will it be retroactive to those currently employed who were not given such a raise at promotion?

Answer

I think this issue should and will best factor into the equity project mentioned above.

Question

The above-mentioned slide also addresses sabbatical opportunities for instructors. When will this be made possible?

Answer

I think it is already possible in concept. As I noted in our discussion, the actual practice may well be difficult to put in place – as for tenure-track faculty, sabbaticals must be justified on professional development grounds, and they must work within the needs of the employing department. TTF are sometimes told they cannot take a sabbatical given their essential role in the function of their department; realistically, it seems likely that these pressures will be even more severe for NTTF. I am looking forward to feedback on this issue once we are able to post the implementation document for comment.