

**Faculty Senate FDAR Council Review of the
Taskforce to Examine Limits on Percentage of Non-Tenure Eligible Faculty Teaching**
October 2010

Approved by the Faculty Senate December 7, 2010

Introduction

In March 2009 a taskforce appointed by the Faculty Senate submitted a report based on their work examining the current ISU policy (Faculty Handbook 3.3.2) concerning limits on percentage of total instruction at ISU conducted by non-tenure eligible (NTE) faculty. The goal of the taskforce was to determine if the ISU limits were in line with AAUP (American Association of University Professors) guidelines, and if they were desirable and justifiable based on academic needs, budgetary limitations, and competitiveness with our Peer 11 Institutions. The taskforce recognized that the need for NTE instruction varies greatly from department to department, and therefore recommended a more “departmental focus” for assessing use of NTE faculty. In addition, they recommended the university continue to follow the AAUP recommendation that part-time and non-tenure eligible faculty appointments be limited to no more than 15% of the total instruction within the university and no more than 25% of the total instruction within any given department. The full report is available at:

<http://www.facsen.iastate.edu/Councils/NTETeachingTaskForceReport032709.pdf>

Background

In fall 2009 the Faculty Development and Administrative Relations (FDAR) Council was charged with reviewing the taskforce report and developing specific recommendations for implementation. The Council reviewed the report and completed a thorough review of data provided by the Provost’s office on the percent of total instruction as measured by student credit hours (SCH), section credits (SC), and course sections (CS) taught by NTE faculty from 2006 - 2009. The Council also considered NTE percents of programs at other universities. Given this information, the Council made the following recommendations.

1. The FDAR Council agrees with the Taskforce Report that the needs of each department and reasons for hiring NTE faculty differ from department to department. Therefore, we agree with the Taskforce recommendation that ISU policy shift from campus-wide numbers to a department-focused approach that starts with the “health of the department.” The report further states that this percent should be “optimal, given a department’s current and anticipated near-future situation as well as Peer 11 or other appropriate benchmarks.” This optimal NTE teaching target should be discussed by faculty within the department, identified by each department chair in consultation with their dean, and approved by the Provost. If the NTE teaching target is above 25%, then a careful and clear justification should be stated. If the NTE percent is higher or becomes higher in subsequent years than the established target, this then triggers the need for

discussion among department faculty, chair, dean, and Provost. **To facilitate this process, the Taskforce and the FDAR Council recommend that a *Departmental Responsibility Statement* be submitted by each Department Chair to their respective Dean once every three years (see Appendix A).**

2. The FDAR Council recognizes that department chairs are limited in their ability to balance NTE and TTE (tenured and tenure eligible) faculty percentages, and with the new RMM budget model, the Deans are key figures in meeting the NTE target for each department. Therefore, the Council also recommends that each Dean identify a healthy and optimal NTE teaching percent target within their college based on the reports from their department chairs and with approval of the Provost. If the average college target NTE percent is above 20%, careful and clear justification should be stated. Also, if the College NTE percent is higher or becomes higher in subsequent years than their established target, then this triggers evaluation and discussion among the college faculty caucus, the Dean of that College, and the Provost. **To facilitate this process the Council recommends that a *College Responsibility Statement* be submitted to the Provost once every three years (see Appendix B.)**
3. **We request that every three years, the Provost provide the *College Responsibility Statements* to the FDAR Council including any justification or explanation.**
4. In addition to the three-year report, we ask that the Provost continue to keep the Faculty Senate apprised each year of department, college, and university NTE percentages. **Once the optimal target for each department and college is established, we request that those targets be included when NTE percentages are reported.** This will help to take the focus off a generic university-wide average, and provide a means to evaluate the status of NTE faculty relative to departmental targets.

It is the goal of the FDAR Council to facilitate a healthy balance of TTE and NTE faculty while keeping in mind the AAUP recommendations. The goal of this process is to identify the effective use of NTE faculty as well as those areas where there is a need for increased tenure lines.

Appendix A
Departmental Responsibility Statement for
Percent of Non-Tenure-Eligible (NTE) Faculty Teaching Efforts

Department of _____

Starting with data from Fiscal Year 2010/2011 and for the two succeeding Fiscal Years (not including Summer Session), the above Department establishes _____ % as its target for the maximum percentage of all student credit hours (SCH), section credits (SC), or course sections (CS) instructed by NTE faculty. This statement will remain in effect for three years, after which the statement will be re-evaluated as needed. If the target percent is above 25%, justify the use of NTE faculty (see point 1 in attached memo). Also, justify any exceptions to this target.

The purpose of the above target is to identify a healthy and optimum balance of NTE and TTE (tenure and tenure eligible) teaching effort within the department, keeping in mind the 25% maximum recommendation by the AAUP. It is expected that NTE decisions related to this target will be made cooperatively by Department faculty in coordination with the Department Chair and the Dean, and the target percent as well as written explanation and/or justification will be submitted to the Dean of the College in which the department is housed. The goal is that the Dean will maintain adequate levels of funding to provide a healthy balance of NTE to TTE teaching effort based on the Department's demonstrated need.

Signature, Department Chair

Date

Signature, Dean of College

Date

Signature, Provost of Iowa State University

Date

Appendix B
College Responsibility Statement for
Percent of Non-Tenure-Eligible Faculty (NTE) Teaching Efforts

College of _____

Starting with data from Fiscal Year 2010/2011 and for the two succeeding Fiscal Years (not including Summer Session), the above College establishes _____ % as its target for the maximum percentage of all student credit hours (SCH) , section credits (SC), or course sections (CS) instructed by NTE faculty. This statement will remain in effect for three years, after which the statement will be re-evaluated as needed. If the target percent is above 20%, justify the use of NTE faculty (see point 2 in attached memo). Also, justify any exceptions to this target.

The purpose of the above target is to identify a healthy and optimum balance of NTE and TTE (tenure and tenure eligible) teaching effort within the College, keeping in mind the recommendations by the AAUP for a 15% university average and maximum of 25% NTE instruction within a department. It is expected that NTE decisions related to this target will be made based on the departmental targets and in cooperation with the department chairs, and the target percent as well as written explanation and/or justification will be submitted to and approved by the Provost. This report will also be provided to the college caucus and to faculty members within the college. The goal is that the Dean will maintain adequate levels of funding to provide a healthy balance of NTE to TTE teaching effort within the College based on each department's demonstrated need.

It is also expected that the Provost will provide a copy of the *College Responsibility Statement* and any accompanying explanation or justification for their target NTE percent teaching effort from each Dean to the Faculty Senate FDAR Council.

Signature, Dean of College

Date

Signature, Provost of Iowa State University

Date

*Signature, Chair, FDAR

Date

*Denotes Receipt of Reports, Not Approval