

Nontenure Track Track Faculty Committee Update

Ash Curtiss

April 18th 2023

NTTF Committee Members

Ash Curtiss (Senior Lecturer Chemistry & Biochemistry) – Chair

Asim Ali (exec Dir, Biggio Center Provost & VP Academic Affairs)

Jennifer Brooks (Professor History)

Tommy Brown (Associate Professor Library Administration)

Jason Bryant (Associate Clinical Professor Educational FLT)

Courtney Heaton (Lecturer Animal Sciences)

Ming-kuo Lee (Chair and Professor Department of Geosciences)

Maureen McMichael (Professor Clinical Sciences)

Sarah Richling (Assistant Clinical Professor Psychological Sciences)

Zachary Schulz (Lecturer History)

James Witte (Professor & Chair School of Aviation)

Accomplishments

- Fall 2022
 - On average we met monthly
 - Key conversations
 - We asked ourselves “how do we know what the NTTF needs & how are NTTF viewed by the department they work in?”
 - We found a preexisting climate survey¹, with rubric, that evaluates the climate of NTTF workers
 - The survey was drafted and an email list of NTTF was obtained from IR
 - We voted unanimously² to have sub-NTTF groups in each of the colleges/schools.
 - The purpose of the sub-NTTF groups is to understand the needs of the NTTF in different disciplines. These groups will report their needs/thoughts to NTTF senate committee

1. A tool from The Delphi Project on the Changing Faculty and Student Success and the Univ. of Southern California. Earl and Pauline Pullias Center for Higher Education

2. All action items resulted from unanimous votes

Accomplishments

- Spring 2023
 - Key conversations
 - New business – unanimous vote in favor of a second promotion in the Lecturer Series. Proposed title is “Distinguished Lecturer” (following Senior Lecturer)
 - Following up on Fall 2022: We asked ourselves “how do we know what the NTTF needs and how are NTTF viewed by the department they work in”
 - We sent a survey to the NTTF and got a participation rate (357/592) 60+% (NTTF can be transient) over the course of a month.
 - Data is still being evaluated. Partially shown here.
 - Following up on Fall 2022: We voted unanimously to have sub-NTTF groups in each of the colleges.
 - 3 colleges have formed groups (CLA, COSAM, ENG, COE). Ag, Business, & Nursing have shown interest but don’t have leadership in place.

Profiles of Four Departmental Cultures (Delphi Project)

Destructive Culture (1's)

- NTTF perceive disrespect and hostility from their tenure-track colleagues
- Actively excluded from professional development activities and departmental meetings, their role is not perceived as a professional one.
- Hiring of NTTF in the destructive culture is haphazard, random, and last-minute, with little attention given to matching faculty with courses in their area of expertise or to managing their schedules if they also teach at other institutions.
- Once hired, NTTF salary and benefits are grossly inequitably.
- etc

Neutral or Invisible Culture (2's)

- NTTF perceive no respect or inclusion from their departmental colleagues; while there is no active disrespect.
- NTTF are typically ignored or treated as temporary teachers or mechanisms for content delivery.
- NTTF are typically not included in faculty meetings or professional development. Hiring is generally random and last-minute, though occasionally some intentionality may occur around hiring someone with specific subject matter expertise.
- Pay is generally inequitable and NTTF preferences are typically not taken into account when scheduling courses.
- etc

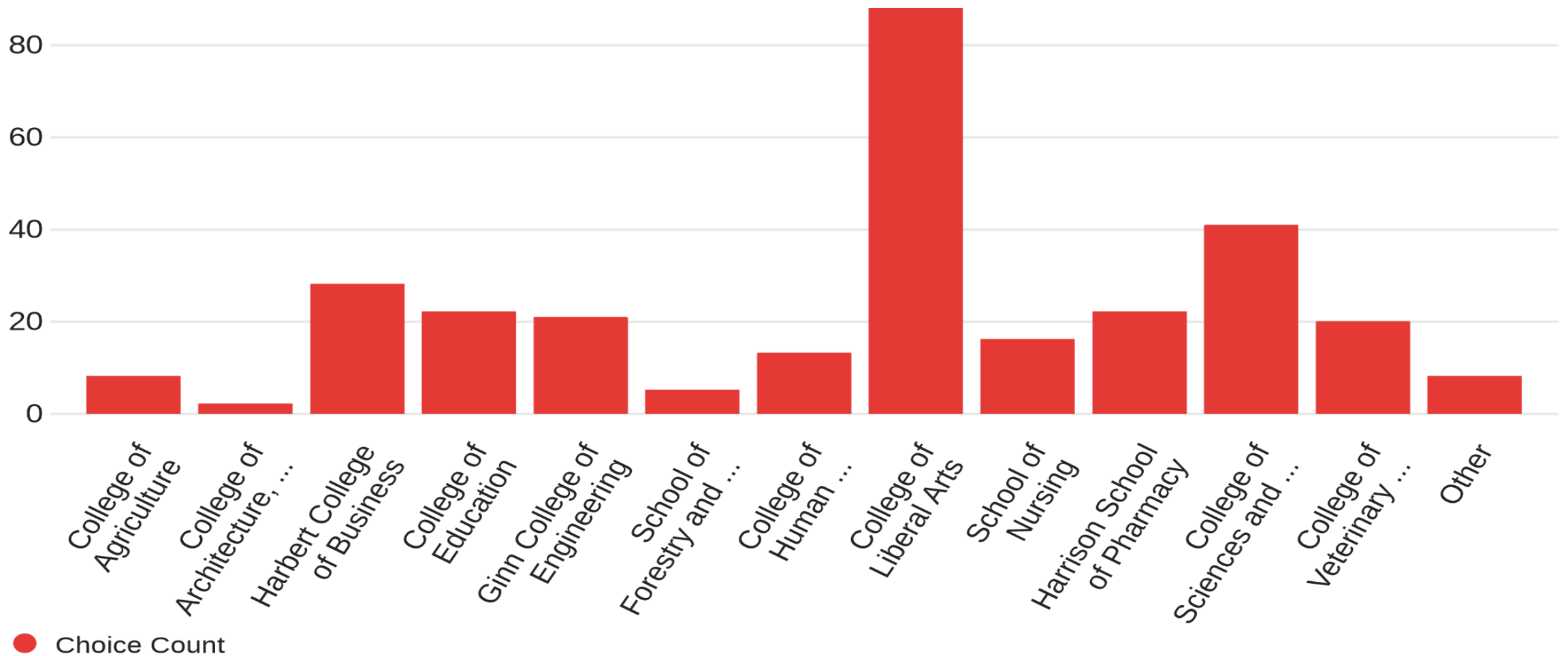
Inclusive Culture (3's)

- NTTF perceive that they are respected and included by their departmental colleagues. .
- NTTF are typically invited to attend faculty meetings and events and are included in on-campus professional development activities.
- NTTF in the inclusive culture are acknowledged as professionals, though often in another profession or job (i.e. lawyer, businessperson, etc.).
- Equity in the salaries of tenure-track and NTT faculty is attempted.
- Hiring typically occurs intentionally to select people with the best expertise for a particular course; scheduling of courses occurs in advance of the beginning of the semester and typically includes NTTF input.
- etc

Learning Culture (4's)

- NTTF perceive a positive atmosphere of respect and inclusion
- NTTF are treated as professional equals by their tenure-track colleagues.
- Policies and practices are developed for the purpose of supporting NTTF's role in creating a positive and effective learning environment.
- NTTF are invited and encouraged to attend faculty meetings and events, and they are given opportunities to participate
- Department chairs in the learning culture actively work to promote equity in salary and benefits for NTTF.
- NTTF are hired with teaching and professional expertise. Hiring occurs well in advance of the beginning of the semester and happens rarely as turnover is low
- Etc

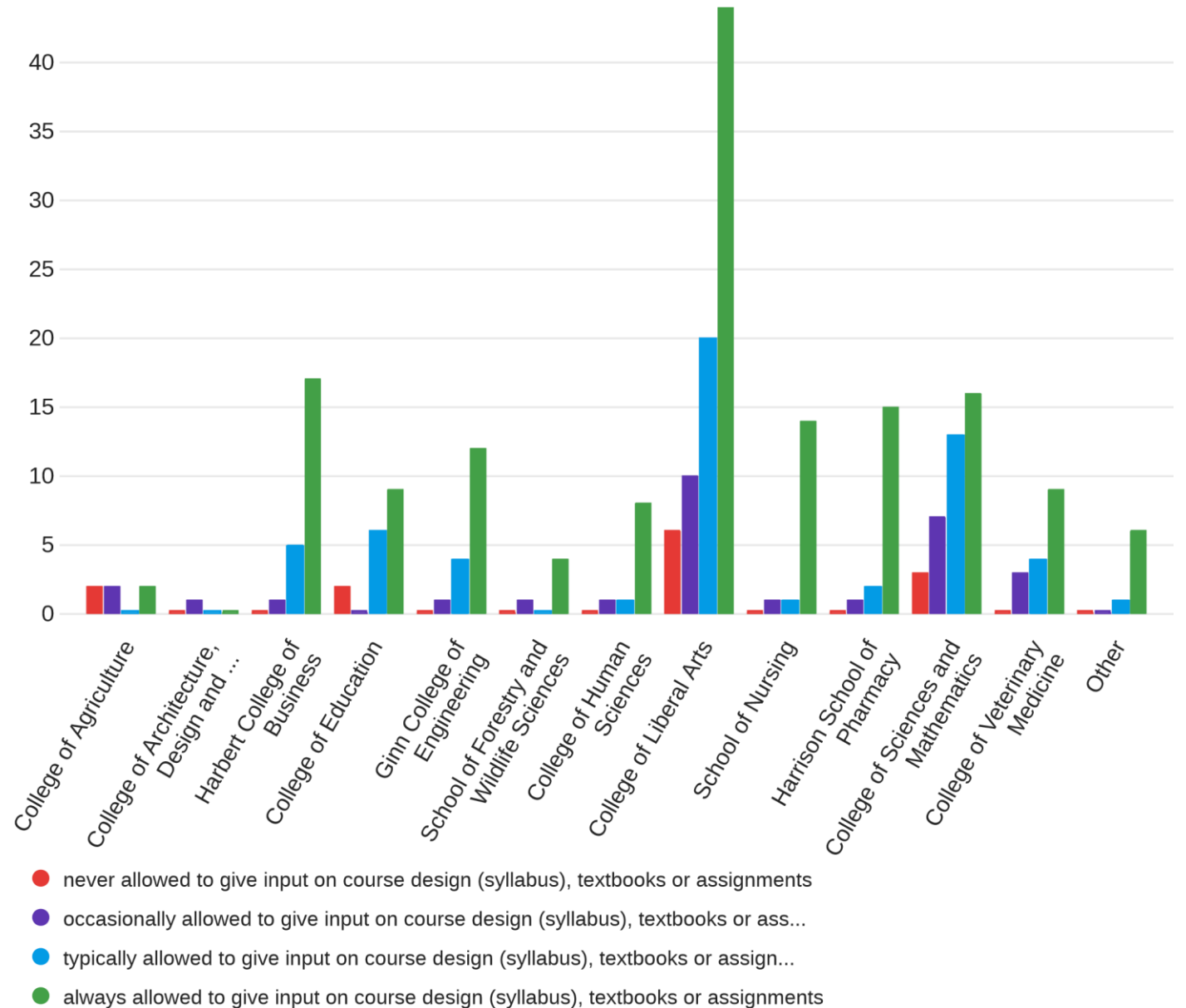
Which College or School are you located?



Passing Grades (3's and 4's)

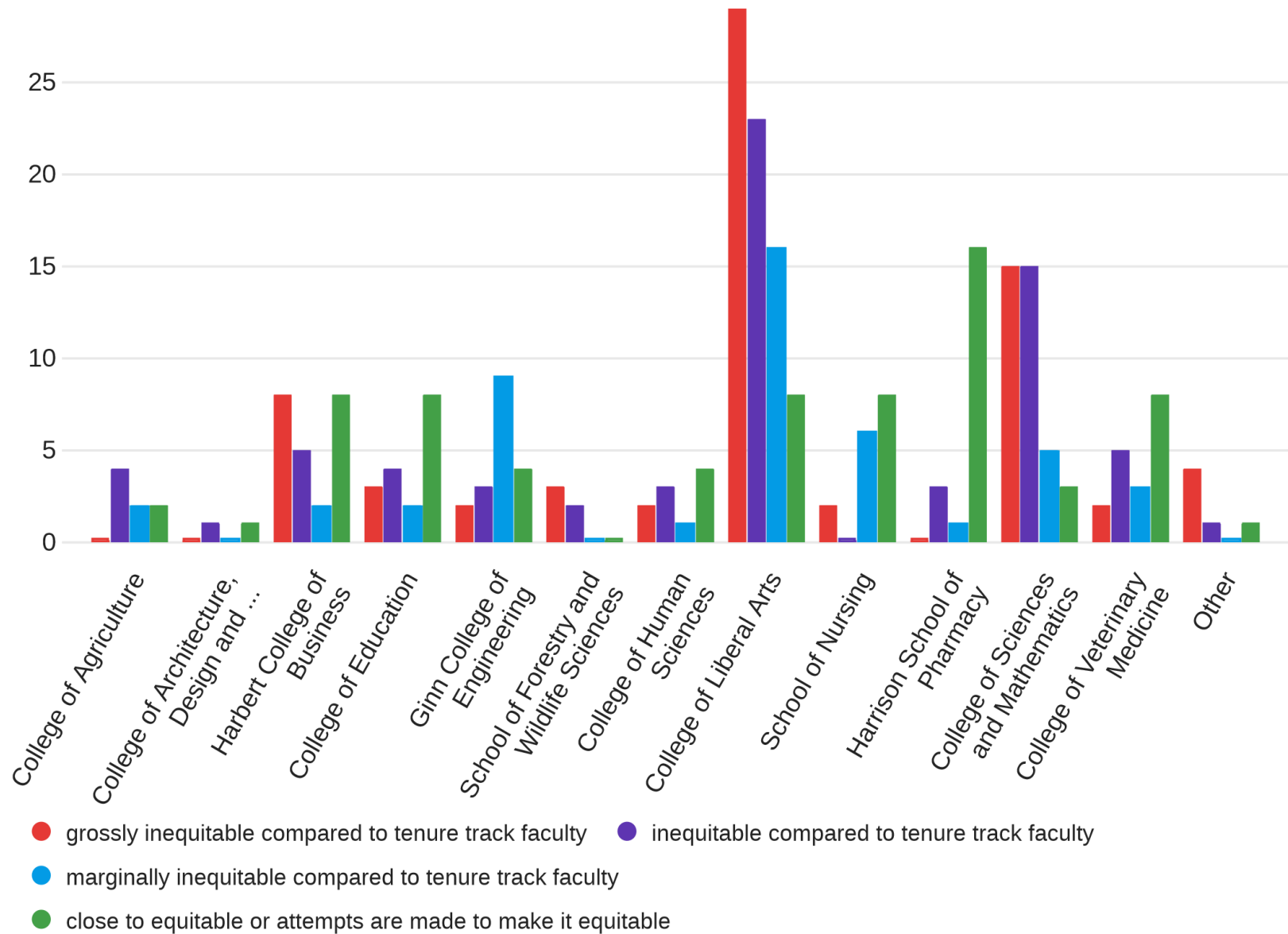
- Tenure track faculty colleagues in the department treat me
- In terms of participation in faculty meetings, I am:
- I am considered by my colleagues as
- During my time in this department, my hiring or contract renewal occurs:
- In terms of professional development, I am:
- In terms of resources to perform my work, I:
- In terms of mentoring, I:
- In terms of office space, I have:
- In terms of input on curriculum, I am:
- In terms of evaluation, I am:
- The chair (or course scheduler) schedules me to teach courses and:
- My tenure track colleagues communicate with me about teaching:
- I am scheduled to teach courses that align with my background:

In terms of input on curriculum, I am:



Failing Grade

My salary and pay are:



Alabama Teacher Salaries K-12

FY 2023 Foundation Program

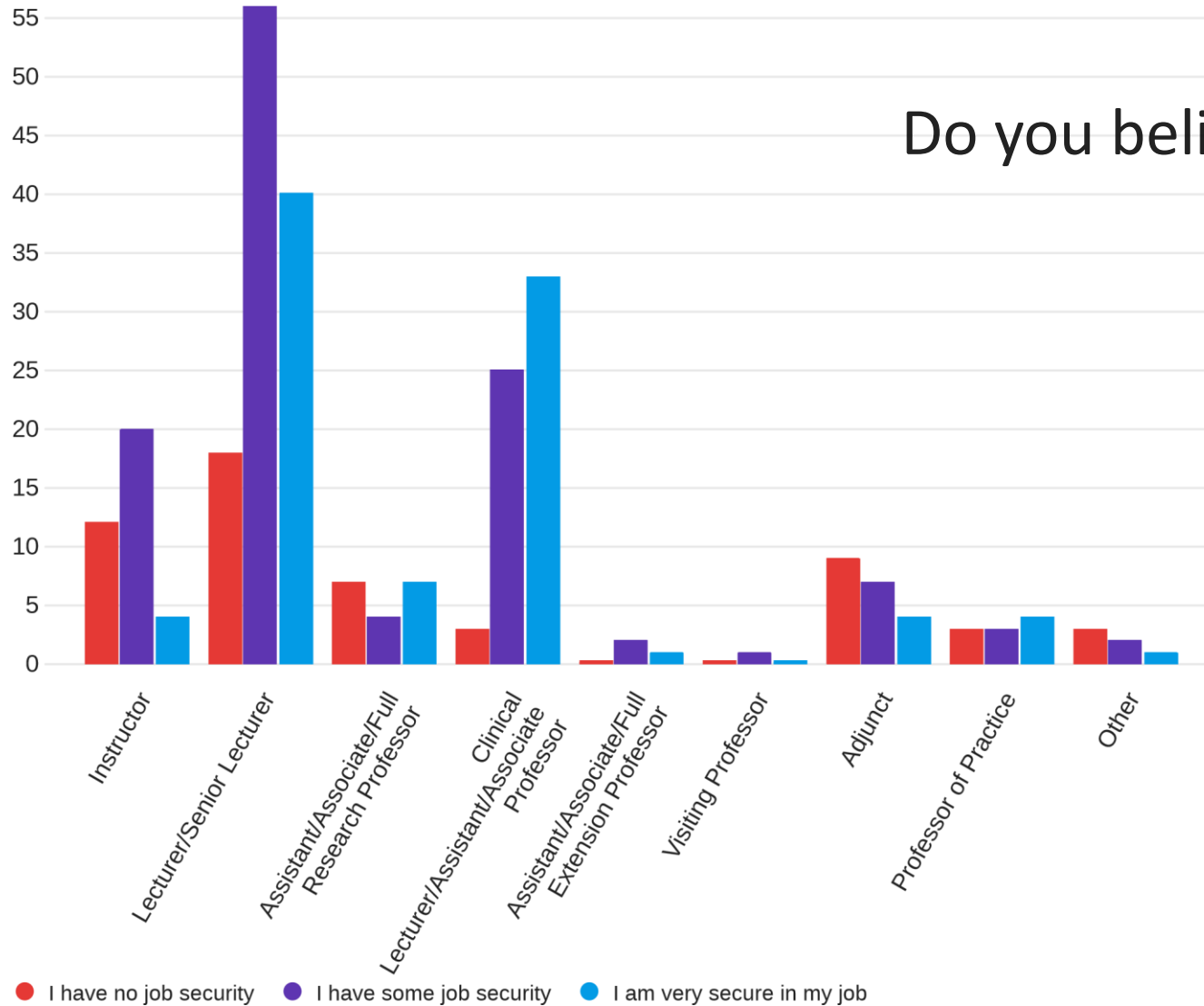
State Minimum Salary Schedule Classroom Teachers

Public School Experience - 187 Day Contract

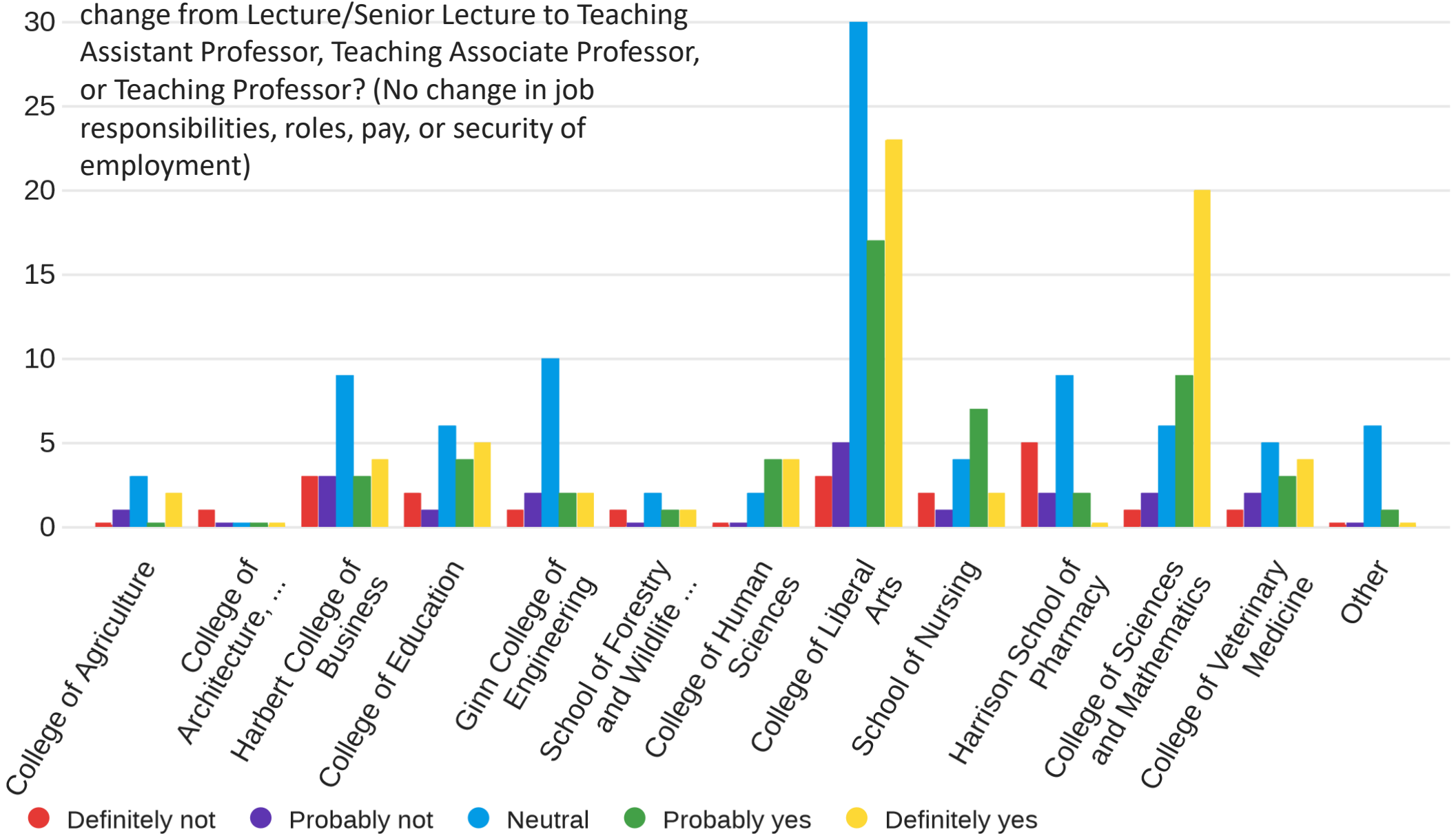
| Experience | Bachelor | Master | Education Specialist | Doctoral |
|------------|----------|--------|----------------------|----------|
| | BS | MS | ED. S. | DO |
| 0 years | 43,358 | 49,859 | 53,763 | 57,664 |
| 1 year | 43,358 | 49,859 | 53,763 | 57,664 |
| 2 years | 43,358 | 49,859 | 53,763 | 57,664 |
| 3 years | 47,689 | 54,842 | 59,134 | 63,433 |
| 4 years | 47,689 | 54,842 | 59,134 | 63,433 |

Ambiguous/Passing? Grade

Do you believe you have job security:

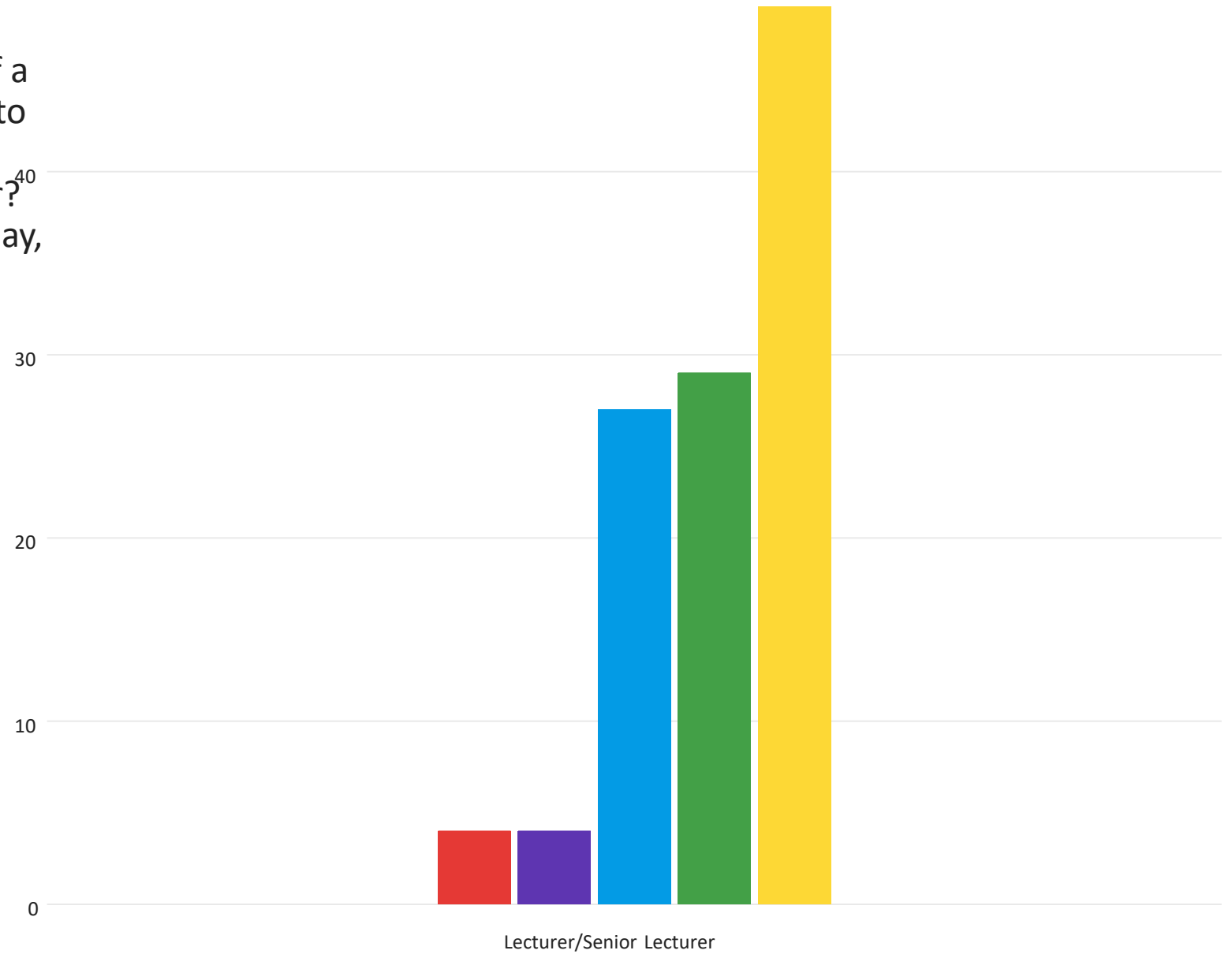


NTTF topic 2021-2022: Are you in favor of a title change from Lecture/Senior Lecture to Teaching Assistant Professor, Teaching Associate Professor, or Teaching Professor? (No change in job responsibilities, roles, pay, or security of employment)



NTTF topic 2021-2022: Are you in favor of a title change from Lecture/Senior Lecture to Teaching Assistant Professor, Teaching Associate Professor, or Teaching Professor?⁴⁰
(No change in job responsibilities, roles, pay, or security of employment)

113 of the 177 Lecturer Series Responded (64%)



Questions?