

To: University Faculty Council
From: Faculty Affairs Committee
Date: January 29, 1999
Subject: IUPUI Faculty Affairs Committee Proposal for Non-Tenure-Track Faculty

Preamble: The Strategic Directions Charter (article 16) pledges that Indiana University will "reexamine the system of non-tenure-track academic ranks." The current IUPUI Faculty Affairs subcommittee on Non-Tenure-Track Faculty (NTTF) agrees that we welcome the hiring and retention of excellent faculty in non-tenure-track positions. These instructional personnel often bring outside expertise and enthusiasm to our programs and offer the institution flexibility in meeting student demand.

At the same time, we want to discourage the University from over reliance on such personnel, particularly if that over reliance is based mainly on budgetary reasons. Increased use of associate faculty, which is a nationwide trend, threatens academic freedom, detracts from out-of-classroom teaching and advising, and reduces the research potential of the University. Over reliance on NTTF increases the service burdens of tenured faculty to the detriment of their research and teaching obligations. We encourage each school to plan the number and type of teaching staff more deliberately, congruent with its educational mission and objectives.

Accordingly we propose:

1. The Deans of each school should plan to enhance all appointments by reducing reliance on part-time and graduate student faculty as part of the budgetary process. Where appropriate, part-time positions should be made year long and be consolidated over time into full-time positions. Also where appropriate, full-time positions should be transformed over time into tenure-eligible ones. Deans should report progress towards these goals every two years to the campus Faculty Council through the Dean of Faculties.
2. The title "Instructor" would no longer be used at Indiana University. The following terms are recommended:

Lecturer:

Non-tenure-track faculty hired for teaching and related service as full members.
Hired where possible for renewable 2-3 year contracts.

Senior Lecturer:

Exceptionally successful Lecturers may be awarded this title upon reappointment.

Associate Faculty:

All graduate student AIs and part-time instructors.

Acting Assistant Professor:

Faculty hired for tenure-track positions who have yet to finish the terminal degree expected of their appointment.

Assistant Professor - Part-time:

Tenure-track faculty who teach part-time.

Adjunct:

Secondary appointments for faculty in another school.

3. Each campus should establish an associate faculty open forum based on nominations by administrative officers and solicitation of volunteers. This forum may itself elect a steering committee or other committees as it sees fit. The open forum would consider problems related to associate faculty. In particular, the forum or its steering committee will supply delegates to the standing Non-Tenure-Track Subcommittee of the Faculty Affairs Committee, as described below.
4. The NTTF Subcommittee composed of 50% tenure-track faculty and 50% non-tenure track faculty (full- and part-time,) will draft campus-specific recommendations to the Faculty Affairs Committee and campus Faculty Council. It will also monitor the execution of policies related to NTTF, recommend ways to improve and regularize employment of such faculty, and provide a biannual report concerning that employment to the Faculty Council and administrative officers. In particular, the subcommittee is urged to consider the definition of a "full-time" load and to establish and publicize grievance procedures for associate faculty in case of need.
5. Each campus should review its minimum salary for associate faculty and adjust it regularly in light of the cost of living and campus financial capabilities. All instructional personnel should have their teaching reviewed periodically by peers, who should consult with them privately about performance and areas for improvement. Excellent associate faculty should receive merit raises to encourage their retention. Each school should have complete freedom to set levels of compensation as appropriate to its market conditions and to considerations of equity.
6. All instruction related personnel have a right to reasonable facilities for their teaching-related activities, including a quiet and private place for student consultations, photocopying and secretarial assistance for course preparation, and e-mail and voice mail to communicate with students. In addition, they should also receive notice of openings for tenure-track appointments, notice of scheduling changes, and professional development opportunities. We affirm that, in accordance with the *Academic Handbook* of Indiana University, all instructors will be accorded the protections of academic freedom.
7. Schools and Departments should include all instructional personnel in deliberations on matters of their responsibility.
8. Funding for improved compensation and facilities for associate faculty is implied in the Strategic Directions Charter which states, "We will create career paths and incentive systems that will enable adjunct [sic] and staff members to advance to increased responsibilities, that will encourage them to participate in the work of innovation and change, and that will permit them to engage appropriately in the governance of the university" (p. 12). We urge the administration of each campus to collect proposals from the various schools for budgetary increments tied specifically to enhanced use of full-time and tenure-eligible faculty, with a view to submitting a unified proposal under Strategic Directions. Besides this, funding should be sought from outside sources and from eliminating duplication of courses on campus and small sections of multiple section courses. Some administrative economies can be made to match the increased teaching

loads that faculty at IU have accepted under the Teaching Capacity Model.