
Survey of Non-Tenure Track Faculty

Conducted by:

Non-Tenure Track Faculty Committee

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Overview

- Description of the survey
 - Responses for satisfaction items
 - Selected responses for open-ended item about concerns
 - Recommendations based on responses to survey
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Survey Respondents

- Sent to 774 NTTF
- Received responses from 283, for a response rate of 36.6%

Respondents by Job Title

■ Instructor	120
■ Agriculture Extension Faculty	76
■ Clinical Faculty	38
■ Research Faculty	22
■ Other	27

Survey Items

Descriptive Items

- Identify your Department and give your name. (This item was optional and is not reported.)
 - Identify your rank
 - Identify your duties
 - Identify any support you are eligible for
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Survey Items

Satisfaction Items

- Three items with Likert scale satisfaction rankings (1-4 rankings, with 4 as highest and 1 as lowest)
 - Your job duties are clearly defined
 - Your job performance is evaluated appropriately
 - If you have a career ladder, policies in your career ladder are relevant for your job
 - An open-ended item asking about any concerns the respondent had about his or her position
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Responses to Satisfaction Items

Instructors

	4 very satisfied	3	4	1 not satisfied
Your job duties are clearly defined (n=102)	64.7% (66)	27.5% (28)	4.9% (5)	2.9% (3)
Your job performance is evaluated appropriately (n=95)	37.9% (36)	37.9% (36)	13.7% (13)	10.5% (10)
If you have a career ladder, policies in your career ladder are relevant for your job (n=36)	22.2% (8)	11.1% (4)	30.6% (11)	36.1% (13)

Responses to Satisfaction Items

Agriculture Extension Faculty

	4 not satisfied	3	2	1 not satisfied
Your job duties are clearly defined (n=66)	30.3% (20)	45.5% (30)	21.2% (14)	3.0% (2)
Your job performance is evaluated appropriately (n=64)	26.6% (17)	39.1% (25)	23.4% (15)	10.9% (7)
If you have a career ladder, policies in your career ladder are relevant for your job (n=53)	15.1% (8)	45.3% (24)	26.4% (14)	13.2% (7)

Responses to Satisfaction Items

Clinical Faculty

	4 very satisfied	3	4	1 not satisfied
Your job duties are clearly defined (n=29)	31.0% (9)	41.3% (12)	20.7% (6)	6.9% (2)
Your job performance is evaluated appropriately (n=33)	27.2% (9)	45.4% (15)	18.1% (6)	9.1% (3)
If you have a career ladder, policies in your career ladder are relevant for your job (n=26)	15.4% (4)	42.3% (11)	26.9% (7)	15.4% (4)

Responses to Satisfaction Items

Research Faculty

	4 very satisfied	3	2	1 not satisfied
Your job duties are clearly defined (n=20)	40.0% (8)	25.0% (5)	25.0% (5)	10.0% (2)
Your job performance is evaluated appropriately (n=15)	33.3% (5)	33.3% (5)	20.0% (3)	13.3% (2)
If you have a career ladder, policies in your career ladder are relevant for your job (n=10)	30.0% (3)	10.0% (1)	50.0% (5)	10.0% (1)

Selected Responses to Item about Concerns

Shared Concerns

- A number of Non-Tenure Track Faculty members expressed high levels of satisfaction with their jobs and with their supervisors.
 - Many Non-Tenure Track Faculty members are concerned about the lack of respect they receive from Tenure-Track Faculty members.
 - Some Non-Tenure Track Faculty members do not know what types of University and Departmental support they are eligible to receive.
 - Some Non-Tenure Track Faculty members are concerned that they are not eligible to serve on Departmental committees or participate in other ways in the Departments where they are employed.
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Selected Responses to Item about Concerns

Instructors

- Performing tasks that are the responsibility of Tenure-Track Faculty
 - Raises contingent on student evaluations
 - Lack of tuition breaks for family and self
 - Not eligible for all teaching grants
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Selected Responses to Item about Concerns

Agriculture Extension Faculty

- Fear of losing Non-Tenure Track Faculty status
 - No consideration to bring ACES Non-Tenure Track Faculty up to regional salary average
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Selected Responses to Item about Concerns

Clinical Faculty

- Doubtful about promotion opportunities because Promotion and Tenure Committee does not understand the Clinical Faculty career ladder
 - Differences in responsibilities for Tenure-Track and Non-Tenure Track Faculty not clear
 - Being off-campus leads to a disconnection with colleagues
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Selected Responses to Item about Concerns

Research Faculty

- Overwork teaching and doing research for Tenure-Track Faculty
 - Too many different bosses
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Recommendations

- **Allow Non-Tenure Track Faculty members employed in ACES to retain their faculty status. Wait until after the faculty currently holding the positions retire before reclassifying the positions.**
 - **Insure that members of the University Promotion and Tenure Committee understand the requirements for promotion of Clinical and Research Non-Tenure Track Faculty and that University policies are upheld.**
 - **Acknowledge the important role that Non-Tenure Track Faculty members play in instruction, research, and outreach.**
 - **Insure that Non-Tenure Track Faculty members are aware of the Departmental and University support they are eligible for.**
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Recommendations

- Insure that all faculty members are aware of their job titles and their status as non-tenure track or tenure-track.
 - Establish a revision cycle for career ladders so that they can be reviewed frequently by faculty and administrators.
 - Insure that Departments follow the descriptions in the career ladders when assigning duties to Non-Tenure Track Faculty members.
 - Include career ladders in Chapter 4 of the *Faculty Handbook*. Chapter 4 appears to have been written before the career ladders were approved and, therefore, needs extensive revision.
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