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New Models: Non-Tenure Track (NTT) Faculty

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New Models: NTT Faculty

at Florida State University

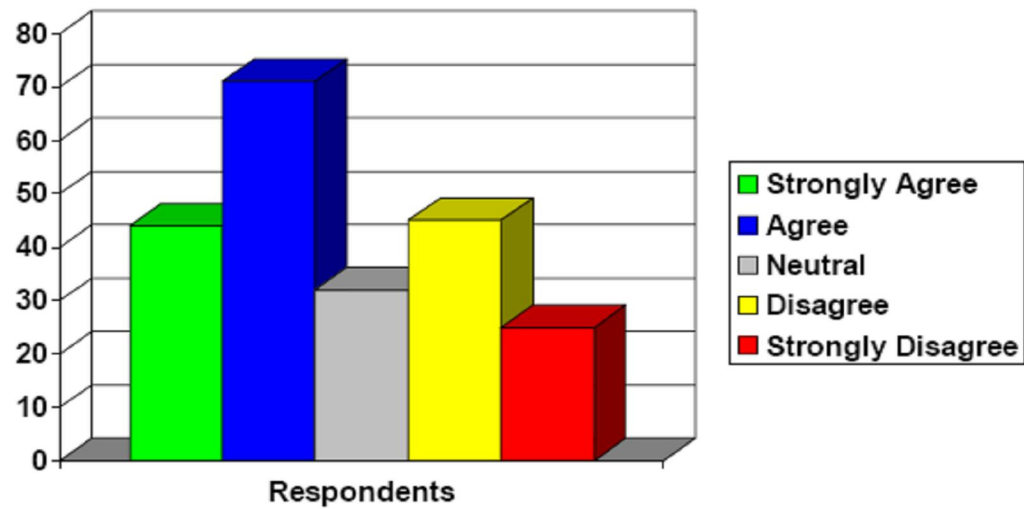
Susannah C. Miller

Chief Negotiator and Associate Director, HR

Office of the Dean of the Faculties and Deputy Provost

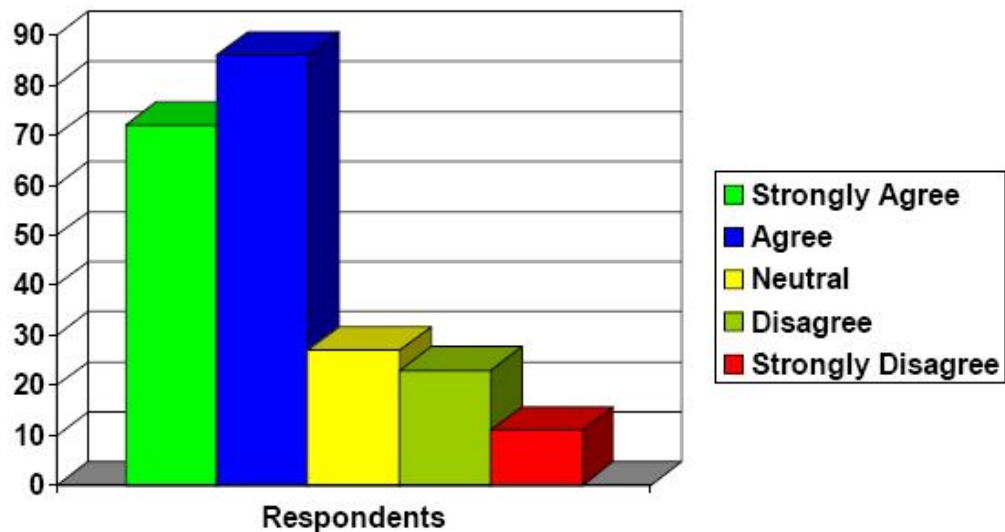
Job Security

1. I feel secure in my position.



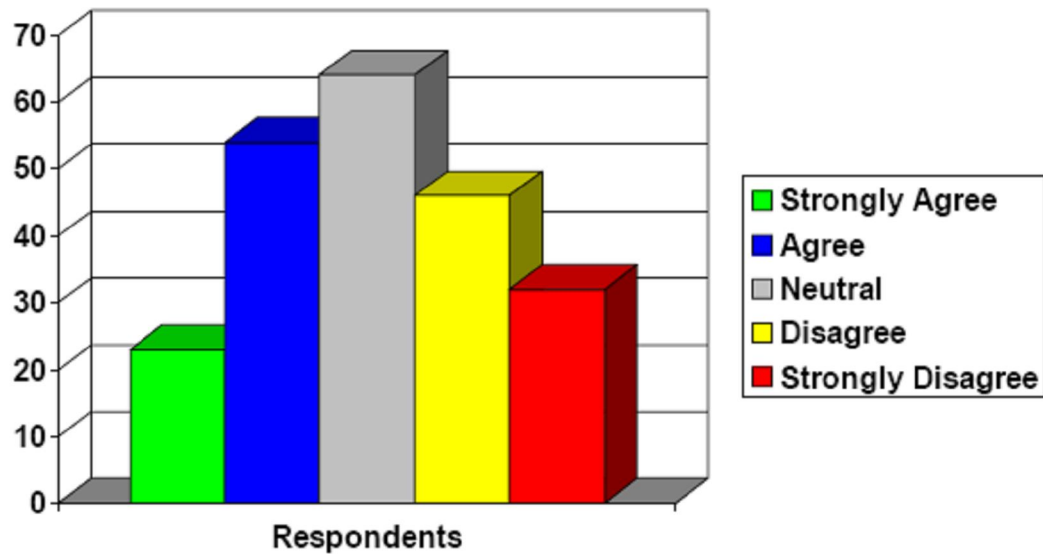
Responsibilities

2. My assignment of responsibilities clearly identifies the tasks I am expected to carry out.



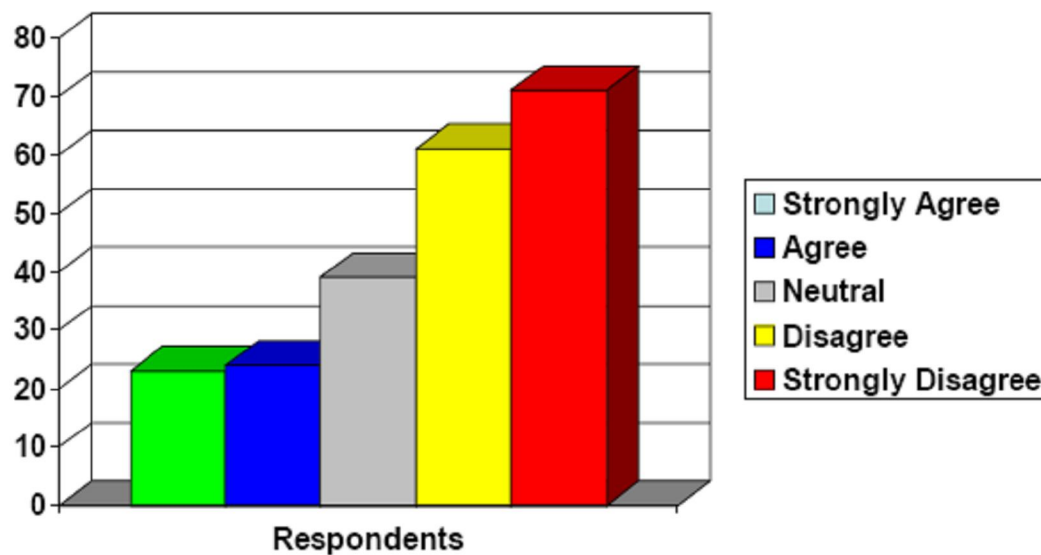
Collegiality

3. I am considered a peer by tenure-track faculty in my area.



Career Track

4. I have clear standards for promotion and opportunities to work toward promotion.



NTTF Position Classifications

- Out-of-date
- Ambiguous titles
- No promotional track
- Nothing to compare with
- Lack of job security
- Inability to participate in shared governance

FSU – UFF Agreement

- Covers tenured and NTT classifications
- Contains provisions on Academic Freedom and Responsibility

NTT Faculty Reclassification

- Faculty Senate recommendation
- Strong premise favoring TT faculty
- Focus on overhaul of classification system
- Teaching, Research, or Service

Recommendation

- Justification for NTT faculty positions
- Tiered classifications
- Job security
- Shared Governance

Proposed NTTF Categories

Teaching Series	Research Series	Service Series	Contract	Full Part in Univ. Gov.
Instructional Faculty I	Research Faculty I	Support Faculty I	Annual	No
Instructional Faculty II	Research Faculty II	Support Faculty II	Annual	No
Instructional Faculty III	Research Faculty III	Support Faculty III	Three-Year, rolling ³	2
Instructional Faculty IV	Research Faculty IV	Support Faculty IV	Five-Year, rolling ³	2

Table 1 – NTTF Appointment Categories

Working Titles

Instruction			
Instructional Faculty I	Instructional Faculty II	Instructional Faculty III	Instructional Faculty IV
Instructor	Instructor II	Instructor III	Instructor IV
Instructor	Teaching Assistant Professor ¹	Teaching Associate Professor ¹	Teaching Professor ¹
Legal Writing Instructor	Legal Writing Assistant Professor ¹	Legal Writing Associate Professor ¹	Legal Writing Professor ¹
Clinical Instructor	Clinical Assistant Professor ¹	Clinical Associate Professor ¹	Clinical Professor ¹
Research			
Research Faculty I	Research Faculty II	Research Faculty III	Research Faculty IV
Research Associate	Assistant Scientist	Associate Scientist	Scientist
Research Associate	Assistant Research Engineer	Associate Research Engineer	Research Engineer
Research Associate	Research Assistant Professor ¹	Research Associate Professor ¹	Research Professor ¹
Service			
Support Faculty I	Support Faculty II	Support Faculty III	Support Faculty IV
Assistant Curator		Associate Curator	Curator
Instructional Specialist I		Instructional Specialist II	Instructional Specialist III
Coordinator/Director I		Coordinator/Director II	Coordinator/Director III
Instructor Librarian	Asst. Univ. Librarian	Assoc. Univ. Librarian	University Librarian

Table 2 – NTTF Working Titles

Implementation

- Resources
- Phased Implementation
- Other Considerations

Implementation

- Expectations
- Target completion date
- Responsibility/Accountability
- Consultation needs
- Communication plan
- Cost
- Collective bargaining implications

Implementation

- Gather data on teaching loads
- Define “teaching faculty member”
- Verify data
- Consult with Faculty Senate
- Assemble focus group
- Establish criteria
- Address collective bargaining issues
- Establish new classifications in payroll system
- Training
- Next steps

Union Concerns

- Impact on unit
- Disagreements with Faculty Senate
- Academic Freedom
 - Extending employment contracts
 - Shared governance

Administrative Concerns

- Resources
- Regulation

Questions?

Thank You!