Faculty Governance Committee
Public Statement on Non-Tenure-Track Faculty Issues
February 27, 2013

This is a public statement by the Faculty Governance Committee on issues related to non-tenure-track (NTT) faculty, adopted this day by a vote of the committee.

The committee has considered and acted upon five principal aspects of NTT faculty status: benefits, contract length, titles, category of appointment, and evaluation.

1. Benefits: The Treasurer, in consultation with the committee, has developed revised policies for pay and benefits during the summer and between contracts for NTT faculty. These revisions clarify when a faculty member is eligible for full benefits and provide an effective mechanism for faculty to maintain coverage of benefits during the summer months between two term contracts.

The committee thanks the Treasurer’s office for this revised policy and concludes that this issue is settled to its satisfaction.

2. Contract length: The committee concludes that there are issues of contract length that are both independent of and related to whether the college adopts a different category of appointment for long-term NTT faculty.

The committee understands that at some liberal arts colleges, long-term NTT faculty are eligible for multiple-year or rolling contracts. The committee concludes that when a department or program has a clear, ongoing need for faculty, and does not have an authorized tenure line, a multiple-year contract for a qualified NTT faculty member may be in the best interests of our students, the curriculum, and the college. The committee recommends that the Provost continues to issue multiple-year contracts to NTT faculty where the ongoing needs of a department or program warrant it.

3. Titles: The committee’s work on this issue is in progress. While the committee is actively considering several possible titles, at this time no decision has been made to recommend permanent changes to NTT faculty titles to the whole faculty. By the end of the academic year, the committee intends to put forward a green sheet recommending titles for both short-term and long-term NTTs.

4. Category of Appointment: The committee continues to actively discuss the challenges and benefits of a new category of long-term NTT faculty with particular rights and responsibilities.

5. Evaluation: The committee concluded that the issue of evaluation of long-term NTT faculty – whether there should be a regular review and, if so, when that evaluation should be done – is primarily a matter for the Faculty Life Committee (FLC). As such, the committee commended the issue of long-term NTT faculty evaluation to the FLC earlier this month. This committee is ready to integrate the FLC’s recommendations on evaluation of long-term NTT faculty into the Faculty Manual and will ask FLC if it desires to establish a joint working group of members from both FGC and FLC on long-term NTT evaluation.