

Motion to Create an Ad Hoc Committee on Non-Tenure-Track Faculty

The 2015 Policies and Procedures Relating to Faculty Appointment, Promotion and Tenure (APT) document sought to establish a more equitable and sustainable system of appointment and promotion for the approximately one third of DU faculty who are not tenure-line.¹ In order to ensure the success of this system, it is necessary to examine how it is being embodied in practice across campus and to develop fair and practical implementation guidelines. To that end, the Faculty Senate Executive Committee moves to create an Ad Hoc Committee on Non-Tenure-Track Faculty.

Practices for appointing and promoting non-tenure-track faculty have significance for the faculty as a whole. The primary purpose of this Committee is therefore to *listen*: i.e., to reach out to faculty across campus (tenure-track and non-tenure-track alike), gather information, and record ideas about best practices and problem areas. By examining current implementation policies, holding listening sessions, and conducting interviews and surveys, the Committee will compile a report intended to provide the entire faculty, as represented by the Senate, with the information that it needs to assess present practices and make recommendations for the future.

The Committee will address four key issues. These are:

1. What are the processes of hiring and promotion for non-tenure-track faculty in units across campus? How can we promote best practices across divisions and series?
2. What is the distribution of labor for non-tenure-track faculty in units across campus, particularly with respect to the requirements for teaching, scholarship/research/creative activity, and service? From the variety of models that have been tried, what lessons can we learn that can inform future practice?
3. How can we ensure that relationships between TT and NTT faculty are fair, respectful, and mutually beneficial?
4. Given how new this system and some of these series are on our campus, how can we help non-tenure-track faculty to affiliate and communicate?

Committee Membership

- Robert Anderson (Lawyering Process Professor, Sturm College of Law)
- David Cox (Teaching Professor, Daniels College of Business)
- Claude d'Estrée (Teaching Professor, Korbel School of International Studies)
- Mike Goss (Teaching Associate Professor, Ritchie School of Engineering & Computer Science)
- Pat Greer (Teaching Assistant Professor, University College)
- Jacob Hyde (Clinical Assistant Professor, Graduate School of Professional Psychology)
- Peggy Keeran (Professor, University Libraries)
- Aimee Reichmann-Decker (Teaching Associate Professor, Psychology)
- Kate Ross (Associate Professor of the Practice of Social Work, Graduate School of Social Work)
- Blake Sanz (Teaching Associate Professor, University Writing Program)
- Nancy Sasaki (Teaching Associate Professor, Biology; Associate Dean, NSM)
- Laura Sponsler (Clinical Assistant Professor, Morgridge College of Education)
- John Tiedemann (Chair) (Teaching Associate Professor, University Writing Program)
- Melanie Witt-Wilson (Teaching Assistant Professor, English Language Center)
- Terri Woellner (Teaching Professor, French)
- TBD (at large)
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¹ Non-tenure-track faculty includes members of the Teaching Professorial Series, Clinical Professorial Series, Research Professorial Series, Professors of the Practice Series, and Professorial Series in University Libraries.

The Senate Executive Committee is empowered to fill the remaining seats on the committee and to replace members if vacancies arise.

The Ad Hoc Committee will conduct its study during the winter and spring of 2017 and present a report to the Senate Executive Committee in the fall of 2017.