

WE POWER ORANGE

Results of the Spring 2013 Non-Tenure-Track Faculty Survey



Over 1,200 Non-Tenure-Track Faculty members filled the OSU-AAUP / Faculty Senate NTT Survey last Spring, providing precious information about their working conditions, contracts and compensation at OSU. Whether or not you are a Non-Tenure-Track faculty member yourself, whether or not you filled out the survey, come hear and discuss the results and possible policy changes in the wake of the survey with survey authors Dr. Lori Cramer, Armelle Denis and Kathleen Stanley.

WEDNESDAY

Apr 9
Noon

MU 208
Free & open to the
public

OSU-AAUP

www.imaginarium.com/osu-aaup

Oregon State
UNIVERSITY

Survey population

- Survey included all NTT faculty (teaching, research and professional)
- 43% of the 675 research faculty responded
- 13% were from Forestry
- The results presented here are only from research faculty, but not specific to Forestry

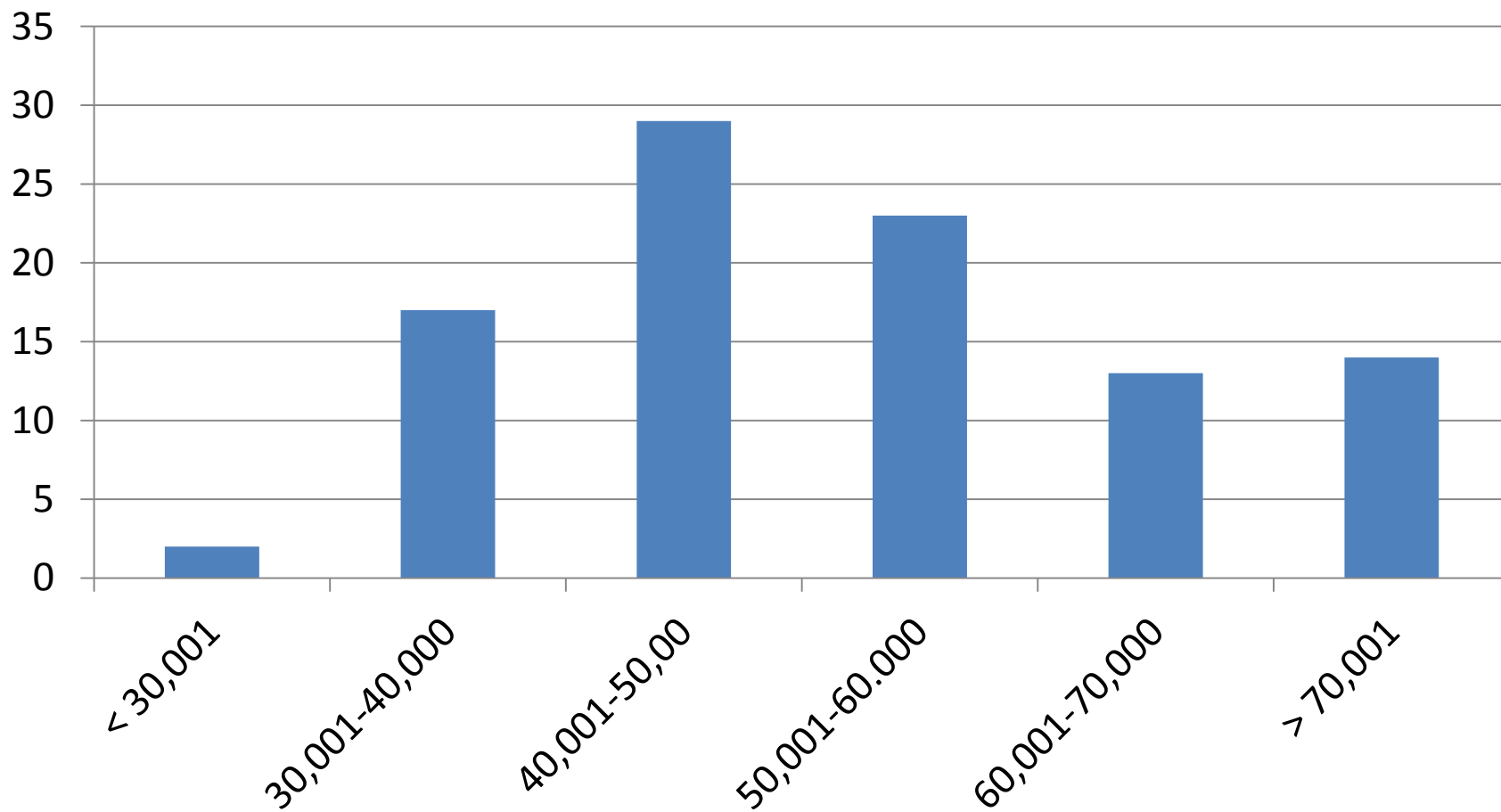
Economic vulnerability

- The nature of the appointment
 - 91% have 1 year contracts
 - 74% full time
 - 10% varies by term
 - 7% have had FTE reduction
- Job security
 - 64% satisfied with timeliness of renewal
 - 28% satisfied with job security

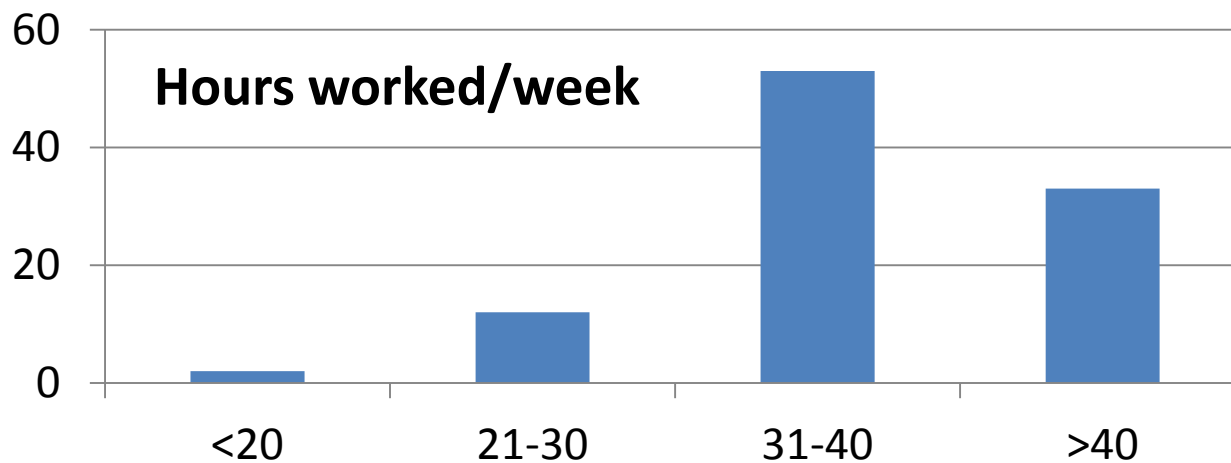
Top three concerns

- 78% job security
- 59% salary/benefits
- 45% opportunities for advancement
- Other choices
 - Work climate (31%)
 - Support for professional development (26%)
 - Level of compensation (26%)
 - Collegiality (15%)

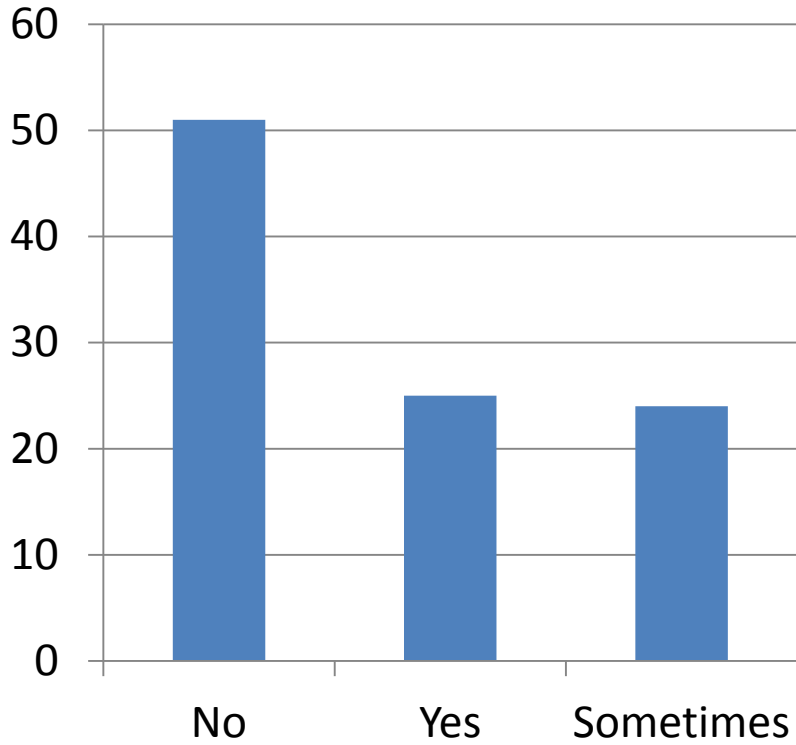
Full time salary



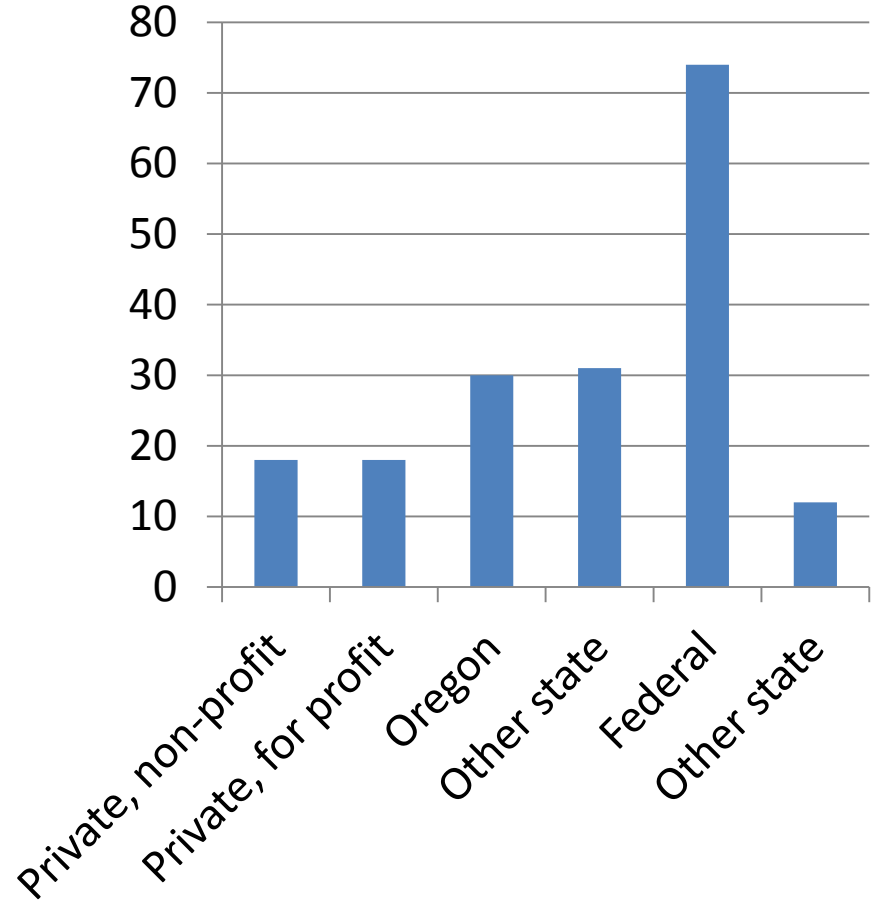
- 66% get raises when TT faculty do
- 18% have another job
- 28% expected to work beyond PD
- 35% work in excess of appointment



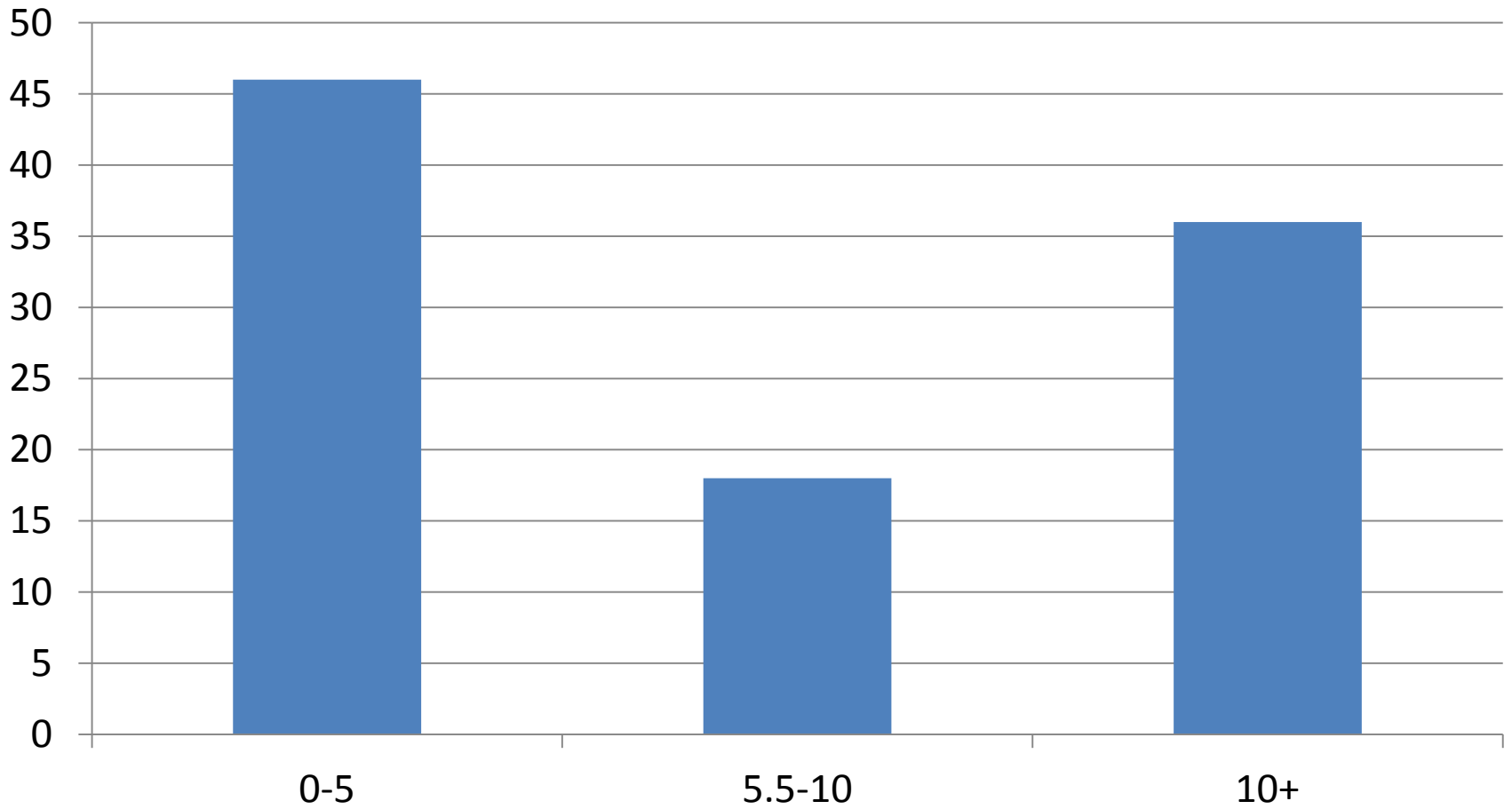
responsible for generating own funding



source of funding



Years in position



Recommendations

- Focus on addressing NTT faculty issues
- Include NTT faculty members in routine meetings and planning efforts
- Increase job security, especially for long-term NTT faculty members
- Develop standard practices for writing position descriptions
- Strive towards equity in pay based on workload and qualifications
- Reward seniority

Recommendations

- Facilitate promotion of NTT faculty members by increasing institutional support
 - At the unit level, institute annual reviews and provide support in dossier preparation
 - At the college level, develop mechanisms to ensure that NTT faculty members are considered for promotion in a timely manner
- Develop a progressive career path for NTT faculty members