

Report on the Use of Non-Tenure-Track Faculty at UVM

At the negotiating session on March 18, the United Academics bargaining team did a presentation for the Administration team on the University's use of non-tenure-track faculty. We talked from charts and overheads, but have tried to summarize our main points below for members of the bargaining unit. The data for "full-time, non-tenure-track faculty" (over 74% FTE) comes from information sent to UA in October about members of the bargaining unit. Data on non-tenure track faculty who are not in the bargaining unit was more difficult to construct. There may be some inaccuracies in this information, but the overall picture created by the data should be fairly accurate. How many non-tenure-track faculty members are employed at UVM?

- There are 222 non-tenure track faculty and 382 tenure-track faculty in the bargaining unit. Thus, the non tenure-track faculty constitute 37% of the bargaining unit (Table 1).
- Of course there are more non-tenure track faculty at the University, but many of those, especially in the lecturer category, work at less than 75% FTE and so are not in the bargaining unit. Altogether, there are approximately 388 non-tenure-track faculty employed by the University, not including GTF's, adjuncts and post docs, as compared to 382 tenure-track faculty. Of those 388 non-tenure-track faculty, 194, or half, are lecturers.

Table 1. Types of non-tenure-track faculty employed by UVM

Faculty	Total number of non-tenure-track faculty	Number of full-time ^z , non-tenure-track faculty	Percent of the Bargaining Unit
Lecturers	194	83	14%
Extension	55	51	8%
Research	71	42	7%
Library	24	22	4%
Visiting	24	12	2%
Clinical	20	12	2%
Total non-t-track	388	222	37%
Tenure-track		382	63%

^z Full-time is greater than 74% FTE

Note: All of the types of non-tenure-track faculty have promotional ranks (consisting of assistant professor, associate professor, and full professor) except the lecturers.

Discussion of Non-Tenure-Track Faculty by Type

Lecturers are used in all of the colleges, often in disciplines that offer smaller introductory-level courses for first-year students, such as English, foreign languages, mathematics, art, music, and education.

To what degree does UVM use lecturers to address long-term programmatic needs?

- In the English Department, in the spring 2002 semester, 64 of the 84 courses numbered under 100 were taught by non-tenure-track faculty (20 by GTFs and 44 by lecturers).
- In the Department of Mathematics, 54 of the 60 courses numbered under 100 were taught by non-tenure-track faculty (15 by GTFs and 39 by lecturers).
- Many of the courses taught by the non-tenure-track faculty in the College of Education and Social Services are required for licensure.

Do lecturers tend to be short-term or long-term employees?

- Traditionally, lecturers have received only one-year contracts, though a few have received multi-year contracts after a 1995 change in the Officers' Handbook allowed lecturers to be appointed for two terms of two years, followed by four-year appointments. Most lecturers have worked for the University for an extended period (see Table 2).

Table 2. Length of employment of lecturers

	Number of years of service per lecturer in the bargaining unit										Avg. # of years
	19	15	15	14	11	6	3	1			
Foreign Language Depts.	19	15	15	14	11	6	3	1			10.5
Mathematics Dept.	31	29	28	26	15	14	12	6	5	1	16.7
College of Agriculture and Life Sciences	29	28	18	14	13	7	5	1	1	1	11.7

Research Faculty are mostly soft-funded. They are employed in all of the colleges/schools except the School of Business Administration and the Schools of Allied Health and Nursing.

- There are only a few research faculty in the bargaining unit from the School of Natural Resources (2 research faculty), the College of Engineering and Mathematics (4 research faculty), and the College of Arts and Sciences (5 research faculty).
- In the College of Agriculture and Life Sciences, there are 8 research faculty in the bargaining unit.
- In the College of Education and Social Services, there are 23 research faculty in the unit.
- In this college, the research faculty do more than "research"; they also teach courses that are central to the curriculum and offer outreach services to the state through their grant funding.

Extension Faculty are funded from State/UVM General Funds and USDA-based dollars that have a history of being renewed.

- While many of the extension faculty are field extension agents with Master's degrees, a few are employed through Continuing Education, 3 are attached to the School of Natural Resources, and 10 are attached to the College of Agriculture and Life Sciences.
- Most of the Extension faculty in SNR and CALS have Ph.D.'s. In addition to their Extension responsibilities, faculty in CALS have academic and Agricultural Experimental Station research responsibilities similar to Officers of Instruction (including teaching courses).

Visiting Faculty are employed by all of the colleges/schools. There are a total of 24 visiting faculty, with only 12 of these in the bargaining unit (perhaps because Visiting Faculty are not eligible to be in the bargaining unit during their first year of service.) Agriculture & Life Sciences, Nursing, Education & Social Services, Engineering/Math, and SNR each have 1 visiting faculty member in the bargaining unit; Business has 2; and Arts and Sciences has 5.

Clinical Faculty (outside of the Medical School) are employed only in the Schools of Allied Health and Nursing and in the Dept. of Communication Sciences. There are a total of 20 clinical faculty, with 12 of these in the bargaining unit. Of these 12, there are 2 in the Physical Therapy Program, 3 in the School of Nursing, 2 in the Dental Hygiene Program, and 5 in the Dept. of Communication Sciences.

Use of non-tenure track faculty by College/School

In considering the use of non-tenure track faculty by college/school, it is revealing to look at the percentage of full-time faculty (over 74% FTE) who are non-tenure-track.

Table 3. Distribution of non-tenure-track versus tenure-track faculty by college or unit.

College/ School	Number of non-tenure-track faculty	Number of non-tenure-track faculty over 74% FTE	Number of tenure-track faculty	Percent full-time faculty who are non-tenure-track
Agriculture	38	29	33	47%
Allied Health & Nursing	22	14	20	41%
Arts & Sci.	118	45	214	17%
Business	15	2	17	10%
Education	76	46	39	54%
Eng. & Math	32	19	41	32%
SNR	21	7	14	28%
Field Extension	42	38		100%
Library	24	22		100%
Total	388	222	382	37%

- The colleges/schools with lower percentages of full-time faculty who are non-tenure-track, such as Business Administration (10%) and Arts and Sciences (17%), actually have a much higher use of part-time faculty. (In Business Administration, only 2 of the 15 non-tenure-track faculty are in the bargaining unit, while in Arts and Sciences, only 45 of the 118 non-tenure-track faculty are in the bargaining unit.)
- The College of Agriculture and Life Sciences has a large proportion of non-tenure-track faculty in their full-time faculty (29 out of 62, or 47%), but most of their non-tenure-track faculty are full-time (29 out of 38), and these are divided fairly equally between 3 types (8 Research Faculty, 10 Extension Faculty, and 10 Lecturers, as compared with 33 tenure-track faculty).
- The Schools of Allied Health and Nursing have a fairly large proportion (14 non-tenure-track faculty out of the 34 full-time faculty, or 41%); and these appointments are divided between Lecturers (6) and Clinical Faculty (7), with one visiting faculty member.
- The College of Education and Social Services stands out in its use of non-tenure-track faculty. It employs a large number of full and part-time non-tenure-track faculty--76 total, with 46 of these being full-time, as compared with 39 tenure-track faculty. Thus the non-tenure-track faculty make up 54% of the full-time faculty and 66% of the total faculty. The full-time, non-tenure-track faculty are almost equally divided between Research Faculty (23) and Lecturers (22), with 1 visiting faculty member.
- The Faculty Affairs Committee of the College of Education and Social Services studied its use and treatment of non-tenure-track faculty, and its recommendations parallel those presented in the contract that United Academics presented to the Administration. We distributed their report to the Administration negotiating team, along with several other articles putting this issue in a national context.

How does UVM compare with national trends on the use of non-tenure-track faculty?

UVM's reliance on non-tenure-track faculty is consistent with national trends, as colleges and universities have increasingly relied on such faculty to increase "flexibility" and for cost containment. Table 4 shows growth in the proportion of part-time to full time faculty in recent years, and, of those full-time faculty, the growth of those off the tenure track:

Table 4. Percent growth (nationally) in proportion of faculty off the tenure track^Z

Year	% Part Time	% Full Time	%Tenured/Tenure Track	% Non-Tenure Track
1987	33.1%	66.9%	84.2%	17.5%
1998	43.6%	58.4%	70.9%	29.1%

^ZAFT 2001: American Federation of Teachers. 2001. *Marching Towards Equity: Curbing the Exploitation and Overuse of Part-Time and Non-tenured Faculty.*

UVM's use of non-tenure track faculty is disproportionate across a variety of categories (Table 5):

Table 5. Comparison by percentage of non-tenure-track faculty by UVM and the nation.

	% UVM (Bargaining Unit) ^Z	% Nationally ^Y
% Non-tenure track	37%	29.1%
% NTT in Public Research Universities	37%	15%
% NTT by Program areas:		
Education	54% (CESS)	23%
Health Sciences	41% (AH & Nursing)	36%
Agriculture	47%	15% (incl. Home Economics)
Engineering	32% (Eng. & Math)	10%

^ZMcCrate, Elaine. 2002. "Salary Distribution of the University of Vermont: Report to the Negotiating Team." United Academics, internal documents.

^YBaldwin and Chronister, 2001: Baldwin, Roger G. and Jay L. Chronister. 2001. Teaching Without Tenure: Policies and Practices for a New Era.

Researchers studying these trends have been concerned about the disproportionate numbers of women among those off the tenure track, both part-time and full-time. For example, 43.2% of women working in academics have part-time appointments, compared to 30% of men. Women are also disproportionately underrepresented among the tenured, and disproportionately represented among the non-tenure-track.

This is a concern among researchers, as it indicates that a disproportionate number of women in academics have weaker career tracks than men, resulting in poorer returns to education and qualifications, poorer access to benefits and professional development, less security in employment, and fewer options for advancement and for savings in retirement.

The reasons for women's concentration off the tenure track is not well researched, but surveys and interviews by researchers indicate that such faculty often feel their career track to be limited by personal and family constraints. Under such constraints, they have less "bargaining power" with which to improve their situation. A concentration of persons with such constraints in these positions hampers the terms of employment for all those who seek employment off the tenure track.

Table 6. Percentage of Full-time Appointments held by Women^Z

Total Full Time	Tenured	Tenure-Track	Non-Tenure-Track
36%	20.8%	39.8%	47.8%

^ZBaldwin and Chronister, 2001: Baldwin, Roger G. and Jay L. Chronister. 2001. Teaching Without Tenure: Policies and Practices for a New Era.

At UVM, the situation is even more disproportionate. Data in table 7 show that women hold the majority of non-tenure-track jobs in our bargaining unit:

Table 7. Gender ratios of non-tenure-track faculty^Z

	UVM (Bargaining Unit) ^Z	Nationally ^Y
% Non-Tenure Track	37%	29.1%
Of these, % Female	61%	47.8%
Lecturers, % Female	68%	57%

^ZMcCrate, Elaine. 2002. "Salary Distribution of the University of Vermont: Report to the Negotiating Team." United Academics, internal documents

^YBaldwin and Chronister, 2001: Baldwin, Roger G. and Jay L. Chronister. 2001. Teaching Without Tenure: Policies and Practices for a New Era. .

References:

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McCrate, Elaine. 2002. "Salary Distribution of the University of Vermont: Report to the Negotiating Team." United Academics, internal documents.