

# Non-Tenure Track Faculty Forum

End of Year Report  
2022-2023

## Faculty Representatives

- [Chris Marriott](#): School of Engineering & Technology (**Chair 2022-23**)
- [Maria-Tania Bandes Becerra Weingarden](#): School of Interdisciplinary Arts & Sciences
- [Eva Ma](#): School of Interdisciplinary Arts & Sciences
- [Jutta Heller](#): School of Interdisciplinary Arts & Sciences
- [Andrea Hill](#): School of Social Work & Criminal Justice
- [Christopher Barrans](#): School of Social Work & Criminal Justice
- [Gregory Lund](#): School of Urban Studies

The Non-Tenure Track Faculty Forum (NTTFF) at the University of Washington Tacoma (UWT) has continued working throughout the 2022-2023 academic year (our second year in this format) to serve as a resource for non-tenure track faculty and to address their concerns whenever possible. This report provides an overview of the forum's activities during this period.

## Primary Initiatives

The following initiatives were undertaken (listed in chronological order):

1. *Comments on Faculty Affairs Committee Workload Resolution*: We added helpful comments on the workload resolution prepared by the faculty affairs committee. In particular, we ensured that teaching professor issues were addressed and were addressed with equal weight as those faced by our tenure-track peers.
2. *COVID Professional Development Funds*: COVID Professional Development Funds were allocated to tenured track faculty almost exclusively, while non-tenure track faculty bore the brunt of the additional workload during the pandemic. We hoped that the second round would be distributed more equitably, but this did not happen. There will be no further rounds of funds distributed for this purpose.
3. *Sabbatical Guidelines*: The forum examined the impact of new sabbatical guidelines on non-tenure track faculty. The new guidelines may delay planned sabbaticals for teaching professors, especially if they were transitioned from non-permanent ranks. We gathered data using a web-form to determine how widespread the impact was on our faculty. We found only a few important cases in SIAS and elected to handle these on an individual basis.
4. *Transitioning Teaching Associates*: The NTTFF played a catalytic role in assisting teaching associates in their transition to teaching professor ranks. During our first open forum discussion about sabbatical leave allowed us to uncover inequities faced by

faculty in the Teaching Associate ranks, particularly in the School of Social Work and Criminal Justice. Primarily by opening channels of communication between these faculty, their Dean and academic human resources, the NTTFF was able to begin the process of converting these faculty members to ranks in the Teaching Professor Track. This will allow them to access many benefits that they were denied in the Teaching Associate rank.

5. *Outreach to Part-Time Faculty*: Part-time faculty continue to face challenges related to their ranks including, but not limited to, uncertainty about future employment, challenging or impossible pathways to full-time employment, feelings of isolation, lack of access to resources, and not having a contact that can answer their questions in a timely manner. During our second open forum we listened to part-time faculty issues and created an outreach plan to address the issues we could address directly. This included reaching out to part-time faculty to offer our names as contact points. We believe that part-time outreach needs to remain an ongoing commitment for the NTTFF.

## Secondary Initiatives

In addition to the issues addressed above we attempted to add to the culture and functioning of the NTTFF by enhancing some of our processes:

1. *Agendas and Minutes*: The forum established regular agendas and minutes, in order to promote transparency and serve as a resource for future reference and continuity. These minutes were used to author this report.
2. *Updated Listserv*: Recognizing the need for communication channels with NTTFF that are reliably updated as new faculty are hired, the NTTFF created a new Listserv that includes all non-tenure track faculty ([uwt\\_ntt\\_faculty@uw.edu](mailto:uwt_ntt_faculty@uw.edu)). This list will be updated annually by Andrew Seibert. It is worth noting this might mean it does not include faculty hired in the other quarters.
3. *Streamlined Procedures*: In the second year as the NTTFF we have attempted to document the procedures we used for holding quarterly open forums and conducting yearly elections for new representatives. We hope these procedures will serve as guidelines for future committees to alleviate some of the bureaucratic burdens of administering this group.

## Possible Future Initiatives

Some of these issues we feel would be good issues to address in the coming year.

1. *Three-year rule*: The Three-Year Rule is a rule that says that no temporary faculty member that carries a full load can be hired for more than three consecutive years. This rule was implemented as a measure to stop schools from hiring faculty in marginalized roles indefinitely, and instead convert them to permanent roles. This has initially been successful in opening many permanent teaching positions. However, there is now indication that some temporary faculty are dismissed after three years without

conversion, only for the role to be refilled with a different faculty member. In addition, it has been reported that this rule has been inconsistently applied across schools. We recommend 1) an audit be performed to determine how this rule is being applied and 2) changing the rule so that it is the temporary position that is penalized, not the faculty member employed in that role.

2. *Ongoing Part-Timer Outreach*: We believe that part-timers are very vulnerable faculty and they should be reached out to regularly to ensure they are part of the community. This important task requires more than the efforts of the NTTFF representatives and so we hope to get buy-in from others. Some ideas we had this year include advocating for a path to full-time employment, a guide for new part-timers, and finding ways to include part-timers more to ensure they feel welcome and belong.