

Non-Tenure Track Faculty Forum (NTTFF)

Annual Summary of Achievements (Fall 2025 – Spring 2026)

Faculty Representatives

- [Jeong-Ah Lee](#): School of Interdisciplinary Arts and Sciences (Chair 2025-2026)
- [Jennifer Myers](#): School of Interdisciplinary Arts and Sciences
- [Moniquetra Slater](#): School of Social Work and Criminal Justice
- [Tom McGoogan](#): Milgard School of Business
- [Abel Hernandez](#): Milgard School of Business
- [Raghavi Sakpal](#): School of Engineering and Technology

The Non-Tenure Track Faculty Forum (NTTFF) at the University of Washington Tacoma (UWT) played a key role in advancing equity, improving working conditions, and strengthening institutional support for non-tenure track (NTT) faculty. Through sustained engagement with leadership and faculty governance, the forum has increased visibility of critical issues and fostered a more connected, collaborative faculty community.

1. Advocacy and Institutional Influence

The NTTFF actively engaged in institutional governance to address systemic inequities regarding contract stability, service tracking, and provided feedback in APT committee representation proposals.

Contract Length & Reappointment Transparency

- Followed up on the persistent contract length and reappointment transparency issues raised in the School of Interdisciplinary Arts and Sciences (SIAS) during the 2024-2025 academic year.
- The forum escalated these concerns to the Faculty Affairs Committee (FAC) and the Associate Vice Chancellor for Faculty Success, Dr. Heather Dillon.
- The EVCAA released the guidance developed for determining term length for term-based instructional faculty at UW Tacoma. ([Link to the document](#))

APT Committee Restructuring Reform

- Directly collaborated with the Appointment, Promotion, and Tenure (APT) Chair, Yonn Dierwechter, to provide feedback on committee structure reform.
- The forum gathered targeted faculty feedback and distributed a comprehensive APT Structure Reform Survey outlining the pros and cons of distinct governance models. This effort specifically evaluated Option B (a unified committee with two subcommittees for tenure-track and teaching-track) and Option C (an expanded membership model incorporating teaching professors based on the UW Bothell structure).

2. Faculty Support and Infrastructure Development

The forum focused heavily on reducing operational barriers and building sustainable systems to support continuing and incoming temporary lecturers.

Centralized Faculty Handbook

- Initiated the development of a centralized NTT faulty handbook to support onboarding and ongoing professional needs. The handbook includes baseline teaching resources, Canvas support, and digital accessibility guidance.

Updated Listserv for Temporary Lecturers

- Collaborated with the Faculty Affairs Committee (FAC) and the Faculty Assembly Program Coordinator, Andrew Seibert, to maintain and update a quarterly temporary faculty listserv to improve communication and inclusion.

3. Faculty Experience and Workplace Climate

The forum acted as a vital mechanism for identifying and addressing structural inequities regarding instructional workloads, compensation, and service.

Workload Inequities in SIAS Temporary Lectures

- Raised critical concerns over sudden annual teaching workload increases in SIAS for temporary lecturers (shifting from 7 to 8 courses).

Service Tracking

- Highlighted the lack of clear definitions regarding minimum and maximum service expectations within the Faculty Code. The forum advocated for service-load tracking and structural services caps.

Pay Equity Assessment for Temporary lecturers:

- Formally requested cross-campus salary data for temporary lecturers to systematically assess and address historical pay equity gaps between units and campuses.

4. Community Building and Engagement

The NTTFF held quarterly open forums to expand faculty participation, build solid feedback loops, and improve transparency. Meeting minutes, action items, and resources were systematically shared with the broader faculty community to improve institutional communication.

Autumn Open Forum

- Gathered immediate faculty input to establish the NTTFF's advocacy priorities for the 2025-2026 academic year.

Winter Open Forum (Digital Accessibility)

- Organized a specialized information and Q&A forum featuring Darcy Janzen to deliver concrete guidance on new civil rights and digital compliance expectations. The session emphasized manageable “profess over perfection” workflows. It instructed faculty on utilizing built-in Canvas accessibility checkers, generating automated Alt Text with AI tools, and implementing standard Canvas tracking templates.

Spring Open Forum (APT Restructuring)

- Facilitated direct dialogue and engagement between broader faculty and APT Chair, Yonn Dierwechter regarding the proposed structural governance modifications.

5. Moving Forward: Next Steps & Future Priorities

To build on this year’s momentum, the NTTFF has outlined the following immediate objectives for the upcoming academic year:

Transitioning to a Standing Committee

- Draft formal bylaws to update the charge and membership structure. The proposal will consider expanding voting eligibility to include full-time and part-time lecturers, as well as adjusting the membership composition to ensure proportional representation by school.

Review of Temporary Lecturer Salary Data

- Follow up with HR Information as they gather salary data for lecturers across all UW campuses. The forum will analyze this data to identify institutional pattern and suggest concrete, actionable methods to reduce pay inequity.

Standardized Service Tracking

- The School of Social Work and Criminal Justice (SSWCJ) has developed service matrix (attached). The forum may suggest implementing this matrix as a baseline template in other schools to clearly define, track, and balance service expectations.

Centralized Handbook Review

- Update and circulate the collaborative draft of the centralized Faculty Handbook to the community at the beginning of the upcoming academic year to streamline onboarding.