

*Procedural note from the Secretary regarding item D.1:*

Item D.1 on the March agenda concerns a motion which was on the floor as item D.1 at the December meeting and postponed until March. The December packet is available on the Faculty Senate website:

<https://www.pdx.edu/faculty-senate/sites/www.pdx.edu/faculty-senate/files/December%202019%20Packet.pdf>

Procedurally, motion D.1 from December, now that we have reached the end of time of postponement, is again before Senate for consideration. Attachment D.1.a in the current March is a text which constitutes a **potential amendment** to the text of the original motion as it appeared in December.

D.1.b is commentary from the Ad-Hoc Committee on Advancement for Non-Tenure-Track Faculty, which placed the item on the agenda.

## **Resolution to Amend PSU Standard 580-020-0005**

### **WHEREAS:**

In spring of 2018, the Faculty Senate created an ad hoc task force charged with addressing inequity among the non-tenure track continuous appointment teaching ranks.

### **WHEREAS:**

After months of meetings and town halls, the task force identified inequities among the non-tenure track faculty. The task force discovered that the rerankings that were effective in 2014 have created unintended disparities among the non-tenure track with regards to titles and recognition.

- Non Tenure Track Faculty who are teaching in the Instructional ranks are doing similar work as Assistant, Associate, Full Professor of Practice/Clinical ranks with different titles and compensation.
- Some NTTF faculty who have Ph.D.s in the Instructor ranks are teaching graduate level courses and serving on graduate level thesis committees.
- Faculty Senate minutes (Jan 2014) indicate that only “current NTTF faculty” (those hired before Sept. 16, 2014) may seek promotion to Asst Professor NTTF rank under grandfathering rules. Faculty hired before September 16, 2014, including those with a terminal degree such as a Ph.D., can not promote to a rank above Assistant Professor unless they perform work outside of their contracts.
- Currently there is no “professor” rank available to NTT Teaching Faculty with PhDs or terminal degrees who are not eligible for clinical or professional titles and were hired after September 16, 2014. This created a two tiered system based upon when you were hired.
- Non-tenure track faculty at Portland State University, both instructor ranks and Professor of Practice ranks, teach approximately one-third of the total student credit hours generated each quarter. An average NTTF teaches 36 SCH in the academic calendar. These faculty have been hired by departments and colleges primarily to instruct PSU students, and their contracts do not stipulate maintaining an active research agenda. Promotion for NTTF ranks is based on excellence and innovation in teaching, curricular and pedagogical development.
- Gender inequality: 62% of NTTF are women.

WHEREAS: The task force determined that the best remedy to address the inequities is to create new independent teaching ranks.

WHEREAS: Many Universities across the United States and Canada have teaching professor ranks for teaching-intensive non-tenure track faculty.

BE IT RESOLVED THAT FACULTY SENATE RECOMMEND THAT PORTLAND STATE UNIVERSITY BOARD OF TRUSTEES AMEND PSU STANDARD 580-020-0005 TO INCLUDE THE FOLLOWING NEW TEACHING PROFESSOR RANKS:

TEACHING PROFESSORS: A non-tenure track faculty appointment for individuals whose primary work is in the areas of teaching, advising and mentoring of undergraduate and/or graduate students. Faculty hired in this category ordinarily hold the highest earned degree in their fields of specialization. Rare exceptions to this requirement may be made when there is evidence of outstanding achievements and professional recognition in the candidate's field of expertise. In most fields, the doctorate will be expected. Ranks in this category in ascending order are Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor.

Task Force: David Hansen, Jennifer Kerns, Lemmy Meekisho, DeLys Ostund, Jeanette Palmiter, Gayle Thieman, Rachel Webb, David Weber, Ron Witczak.

## FACULTY SENATE CHARGE & PROPOSED SOLUTION

- In 2018 Faculty Senate charged this ad hoc task force to address inequities across campus for Non-Tenure Track Faculty (NTTF). After several months of discussions, the task force concluded unanimously that **new** Teaching Professor ranks are needed to provide equitable opportunities for instructional NTTF. The new Teaching Professor ranks would be a separate ranking. This does NOT create a 6 step promotional pathway for instructional faculty, but a new three step Assistant, Associate, and Full Teaching Professor ranks for those who qualify. The ranks could be available to new hires and for a limited time could allow some current Sr. Instructors to be re-ranked, not promoted.

## NEED FOR TEACHING PROFESSOR RANKS

- NTTF who are teaching in the instructional ranks are doing similar work as Assistant Associate, Full Professor of Practice/Clinical ranks and/or tenure-track faculty with different compensation and no opportunity to access a rank/title that recognizes and values their expertise. This represents a campus-wide inequity. Currently there is no rank other than the “instructor” rank for those with PhDs or with terminal degrees for NTTF who are not eligible for clinical or professional NTTF ranks or were hired after September 16, 2014.

## TEACHING PROFESSOR RANKS ARE ESTABLISHED PRACTICE

- Many Universities across the United States and Canada have these ranks for teaching-intensive faculty non-tenured track faculty. A November 26, 2019 search in “Higher Ed Jobs” with the search term “Teaching Professor” yielded 224 results. Examples: Virginia Tech, Syracuse University, Penn State Greater Allegheny, Xavier University. We are not inventing the wheel here at PSU with this proposal.

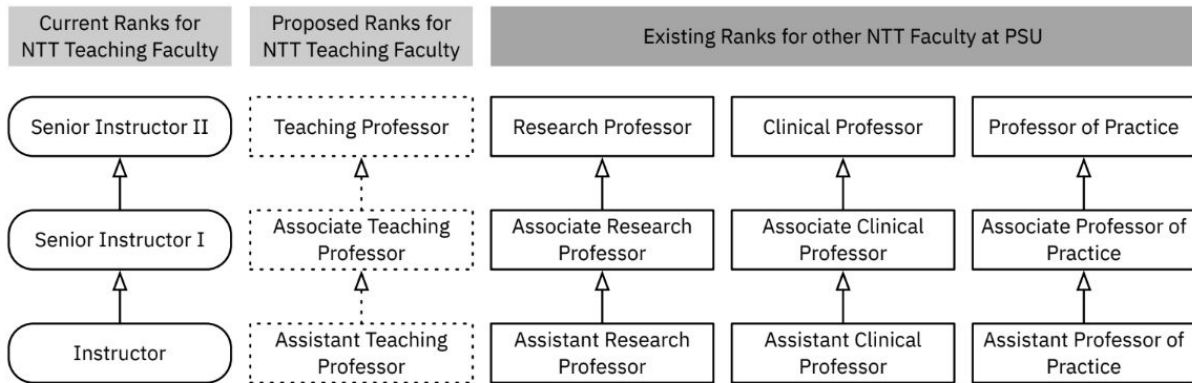
## POTENTIAL PROCESS FOR ADMISSION TO TEACHING PROFESSOR RANKS.

- New NTT hires with appropriate credentials for teaching-intensive positions in continuous appointment lines will begin as Assistant Teaching Professor. After six years, these faculty can earn Continuous Appointment as do current Assistant Professors of Practice and seek promotion to Associate Teaching Professor. After 3-6 years they can seek promotion to Full Teaching Professor.
- Creating Teaching Professor Ranks will NOT change the ratio of NTTF to tenure-related faculty. These ranks will only be available to faculty whose appointments are limited to teaching intensive faculty. This does NOT create a 6 step promotional pathway for instructional faculty.
- Eligibility for current instructor ranks are not being changed or eliminated.

## GENDER EQUITY

- This proposal may address gender inequities across campus. Currently women represent 62% of instructors. The availability of Teaching Professor positions could address gender based inequalities across campus with regards to rank for teaching intensive faculty.

**1. INEQUITY WITHIN NON-TENURE-TRACK RANKS: Teaching Ranks vs. All Other NTT Ranks**

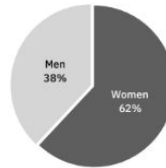


**3. GENDER INEQUITY AT THE UNIVERSITY LEVEL**

Women are disproportionately represented in the non tenure track ranks. Addressing these inequities within the non tenure track ranks serves to raise the status of these women faculty members.

*\* Data from Cognos / Human Resources. Men & Women were only categories.*

**NTT Teaching Faculty**



**Tenure Track Faculty**

