Term Faculty Task Force Update
Fall 2017
The Term Faculty Task Force is charged with
a) Identifying challenges and difficulties, as well as career
development opportunities for term faculty, and
b) Generating recommendations to address those challenges
and opportunities.

Among the myriad issues related to the well-being of our term
faculty, the task force should address such issues as
compensation, release time, promotion, contract lengths,
responsibilities and expectations, performance evaluation, and
others as appropriate.
Visitor Karen Alcalde, BOV rep
Laurence Bray, Bioengineering (VSE)
John Cantiello, Health Administration and Policy (co-chair) (CHHS)
Kimberly Eby, Faculty Affairs and Development in Provost Office (co-chair)
Brian Fitzpatrick, English (CHSS)
Al Fuertes, School of Integrative Studies (CHSS)
Michelle Lim, HR/Payroll
Joe Marr, Computational and Data Sciences (COS)
Cindy Parker, Management (Business)
Keith Renshaw, Psychology (Faculty Senate chair) (CHSS)
Larry Rockwood, Biology (department head rep) (COS)
Ellen Rodgers, College of Education and Human Development (CEHD)
Girum Urgessa, Civil, Environmental, and Infrastructure Engineering (Faculty Matters Faculty Senate rep, VSE)
VALUES AND PRINCIPLES GUIDING OUR WORK

• Equity
• Faculty rights
• Respect for all the diverse roles faculty play within the institution
• Desire to recognize the strengths of all contributors
• Vision for faculty well-being
• Unity
• Inclusivity
• Creation of opportunities regardless of background or title
• Transparency
• The spirit of possibility
TIMELINE

Spring 2017
• Formation of task force & identify goals and priorities
• Share key national resources & set up Bb
• Establish summer working group

Summer 2017
• Interviews with local academic unit heads (n=59)
• Began research on promising practices

Fall 2017
• Analyze interview data
• Continued research on promising practices
• Engage and inform Mason community
  • Hold community forum
  • Establish web presence
• Develop survey for spring
• Term faculty compensation analysis
**TIMELINE**

Spring 2018
- Faculty survey
  - Administer and analyze data
  - Term, tenure-track, and tenured faculty
- Engage and inform Mason community
  - Hold community forum
  - Maintain and update web presence
- Establish summer working group

Summer 2018
- Draft Task Force recommendations

Fall 2018
- Engage and inform Mason community
  - Hold community forum
  - Solicit final feedback on recommendations
- Finalize Task Force recommendations
- Present to Senior Leadership
METHODS: INTERVIEWS WITH DEPARTMENTAL HEADS

- Members of TFTF interviewed program directors, department chairs, or other college/school representatives
- 59 interviews conducted
  - CEHD, S-CAR, Schar, Law, INTO-Mason = 1 each
    - Due to the administrative structures of the above units, term faculty policies and practices are more standardized.
    - INTO-Mason, while not a formal academic unit, is reliant on term faculty.
  - SBUS = 6
  - CHHS = 6
  - CVPA = 7
  - VSE = 9
  - COS = 11
  - CHSS = 12
- Questions focused on issues related to governance, contracts, roles and expectations, workload, evaluation, pathways to promotion, access to resources and professional development
Governance: Voting Rights

Do Term Faculty Have Voting Rights?

- Yes: 40
- It depends: 10
- No: 5

N=59
Governance: Voting Rights

Percent of Department that Allow Voting on...

Course/Curriculum: 59
Unit Policies: 59
Term Hiring: 59
Tenure Hiring: 20
Term Evaluation: 20
Tenure Evaluation: 5
Can Term Faculty participate in committee membership?

- Yes: 59
- It depends: 0
- No: 0

N=59
Do Term Faculty Have Graduate Status?

- Yes: 10
- It depends: 50
- No: 9

N=59
Term Faculty Contracts: Contract Length

What is the Standard Contract Length?

- 1-year: 40
- 2-year: 5
- 3-year: 15
- 5-year: 5

Policy that Determines Contract Length?

- Yes: 40
- No: 19

N=59
Term Faculty Workload: Standard Teaching Loads

Standard/Typical Teaching Load for Term Faculty

- 4:4: N=59
- 3:3
- 3:2
- 2:2

N=59
Term Faculty Workload: Standard Teaching Loads
Mostly 4:4, with some variability
Primary variability is release time for administration/service
Other less common exceptions
  - Teaching innovation development/implementation
  - Maximum number of individual preps/semester (e.g., 2)
  - Large courses (total number of students) counting more
Policies for determining
  - Typically standard assumption of 4:4, with adjustment
  - “Higher authority” (Chair/Dean)
Term Faculty Roles and Expectations

- Role Flexibility: 28 Yes, 17 It depends, 14 No
- Expectations in Contract: 19 Yes, 14 It depends, 23 No
- Research Buyouts: 24 Yes, 19 It depends, 13 No

N=59
Term Faculty Roles and Expectations

- Most flexibility is regarding service
  - Reductions in load
  - Some units specify 75% teaching/25% service
- Much less flexibility regarding research
  - Can do, but no reduction in teaching load
  - Most do allow buyout for research (but very rare)
- “Higher authority” (Chair/Dean) decides
- Extensive variability with regard to whether expectations are explicit in contract
Term Faculty Evaluation

Who Evaluates Term Faculty – Annual Review?

Who Evaluates Term Faculty – Promotion?

N=59
Term Faculty Evaluation

- Many refer to the Faculty Handbook, but very few policies or guidelines
  - Most don’t count research
  - Some include service
  - One or two count research, even seek external letters
  - Promotion to full was addressed less
- Some departmental heads were unaware that pathways even exist
- Possible obstacle for those without terminal degree
  - “Senior” Lecturer?
Term Faculty Evaluation

- Generally similar to those for tenure-line
  - Different weights (mostly teaching, some service – no research)
- Very rare for term to participate in review and/or promotion committees
- Idiosyncratic responses
  - Student ratings, RateMyProfessor – looking for red flags
  - One peer visit/year plus exit interviews with majors
  - No annual review – only when contract ending
  - One unit specified an appeal for non-renewal
Key Findings: Interviews with Departmental Heads

Access to Resources: Office Accommodations

What are the Office Space Options/Accommodations?

- Own Offices
- Shared Offices
- Workstations
- Other

N=59
What Professional Expenses are Typically Reimbursed?

- Prof Mtg Reg
- Travel
- Training Reg
- Prof Member

N=59
Access to Resources: Departmental Resources

Do Term Faculty Have Access to...

- Copiers
- Printers
- Staff

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The vast majority of departmental heads reported that there was no specific mechanism for converting from “term” to “tenure-track” faculty, other than applying for an open position.

Approximately 2/3 of departmental heads reported that there was not an appeals process for denial of renewal or promotion.

Less than half of departmental heads reported that there was a comprehensive orientation offered for term faculty at the departmental- or unit-level.

Approximately 2/3 of departmental heads reported that their unit does not prefer the use of “term” designation in titles (e.g., on websites, business cards, syllabi, etc.).

With one exception, departmental heads reported that their term faculty members did not have access to study leave.
Strong desire to support term faculty

Compensation
  Vastly lower than tenure-line – morale problems

Culture significantly shaped by LAU administrator

Some feel need to reduce number of term faculty, particularly in context of R1 status

Clearer policy on overload/summer teaching

Clearer process/guidelines for promotion
  Retaining flexibility across units

Mentorship/professional development
  Start when hired
  Support for research/scholarship (including course release)
  Study leave

Better options/clearer process for moving to longer contracts
REMINDER: NEXT STEPS

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Feedback, comments, and/or suggestions for us?

Stay connected...

https://provost.gmu.edu/faculty-affairs-development/term-faculty-task-force/

(Note: new Provost Office website coming soon)

Thank you for coming!