

Enhancing Resources and Appreciation for Nontenure Line Faculty at Texas State University

Debra A. Feakes, Michel L. Conroy,
and David Nolan



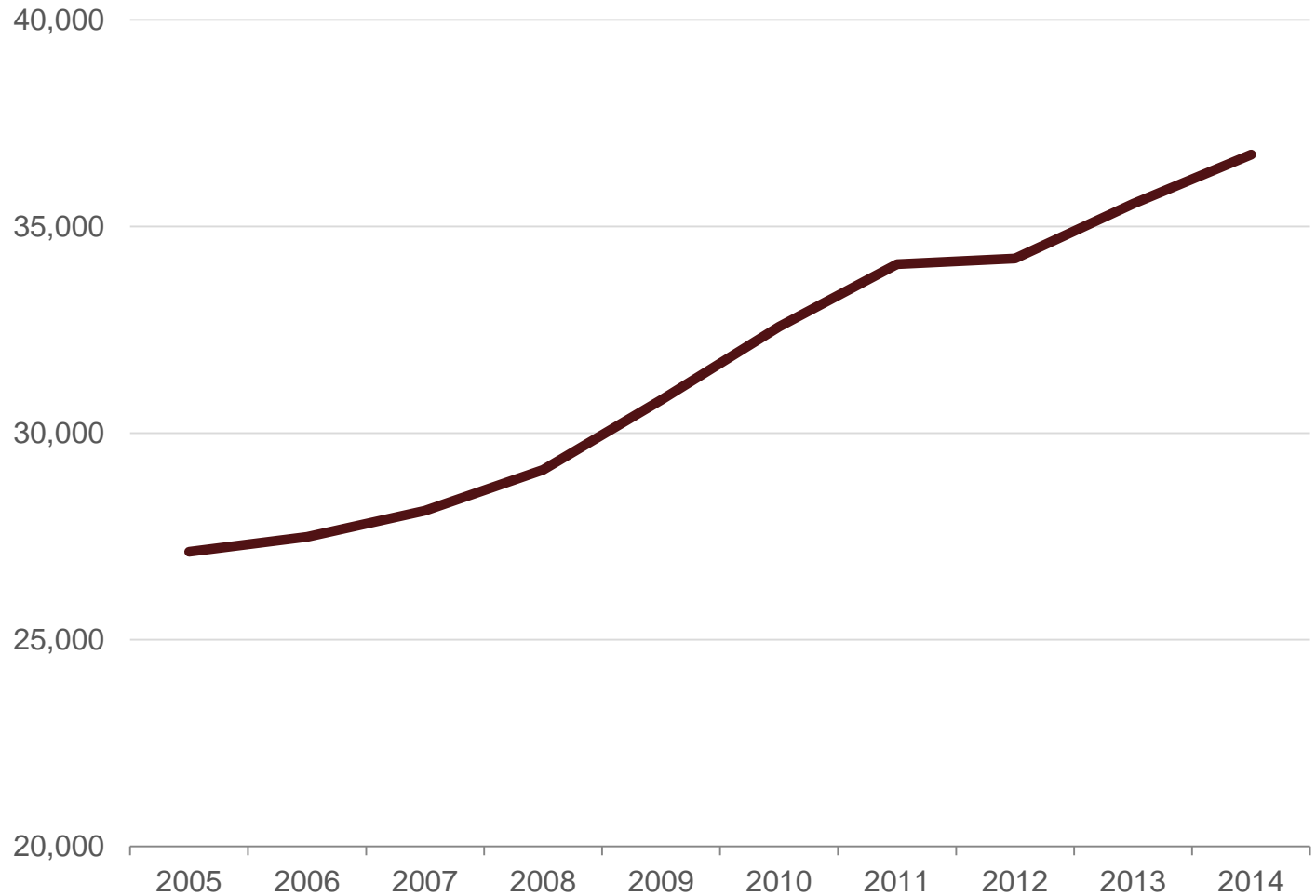
The rising STAR of Texas

Texas State University

Campuses in San Marcos and Round Rock

- ❖ 36,739 students in Fall 2014, 4th largest university in the State of Texas and the 31st largest public university in the U.S.
- ❖ Long tradition and commitment to face-to-face undergraduate education
- ❖ Designated an Hispanic Serving Institution in 2011
- ❖ Designated an Emerging Research Institution in 2012

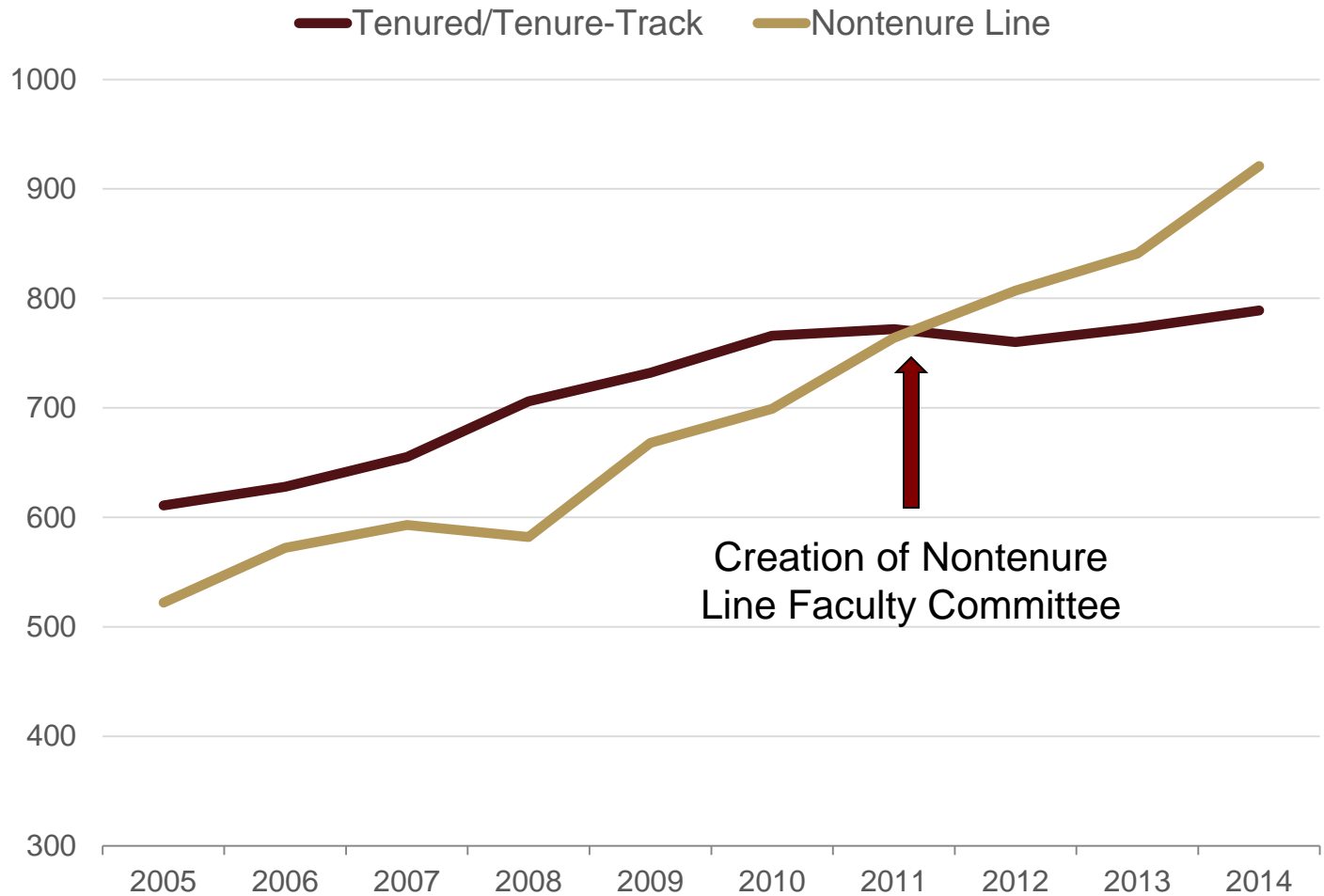
Fall Student Enrollments



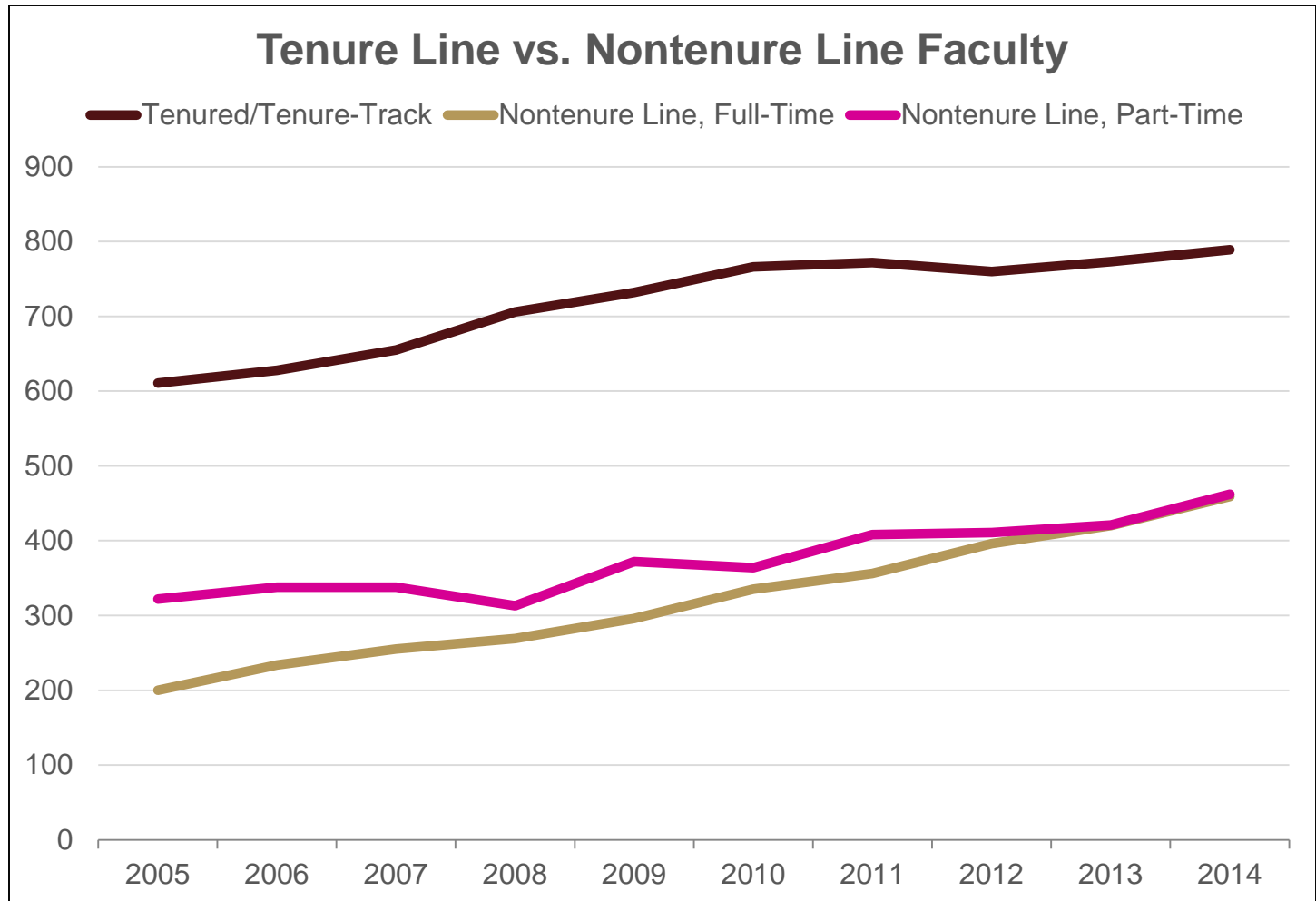
From Adjunct to Nontenure Line

- ❖ Until recently, at Texas State University, the term “Adjunct” referred to any faculty member not tenured or on tenure-track
- ❖ At the request of this constituency’s representatives, “Adjunct Faculty” was changed to “Nontenure Line Faculty”
- ❖ Faculty who teach less than 50% are referred to as “Per Course Faculty” (a subset of nontenure line faculty)

Faculty Growth



Full-Time vs. Part-Time



Texas State University 57th Faculty Senate

- ❖ Faculty voters elect approximately fifteen tenured faculty members to proportionally represent the faculty of each academic college.
- ❖ Faculty Senate Liaisons are annually elected by the faculty voters in each department that is not represented by a Senator.
- ❖ [Link](#)

Primary Functions

- ❖ Review all University Policy and Procedure Statements on behalf of the faculty.
- ❖ Endorse all curriculum creation and revision.
- ❖ Oversee university peer review processes for academic awards and resource allocation programs.
- ❖ Appoint faculty representatives to senate and university committees.

Governance Structure

- ❖ Board of Regents
- ❖ Texas State University System
Chancellor, Vice Chancellor, General Counsel
- ❖ President and President's Cabinet
- ❖ Provost and Council of Academic Deans
- ❖ Council of Chairs
- ❖ Faculty Senate
- ❖ Deans and College Councils

Shared Governance Network

Vice Chancellor for Academic Affairs

Meets with system Faculty Senates' representatives,
Fall and Spring

President and Provost

Meet with Senate monthly

Council of Academic Deans

Senate Chair sits on CAD, meets weekly
Senate meets with CAD Spring and Fall

Council of Chairs

Senate Vice Chair sits on CoC, meets monthly
Senate meets with chairs each Fall semester

Faculty Senate

Two hour weekly meetings
Meets with Senate Liaisons Spring and Fall

Initiatives to Enfranchise NL Faculty

Committee Appointments

- ❖ Revision of membership criteria
- ❖ Nontenure Line Faculty Committee

Awards

- ❖ Piper Professor Award
- ❖ Part-time Faculty Award for Teaching Excellence

Resource Programs

- ❖ Research Enhancement Program
- ❖ Nontenure Line Faculty Workload Release Program

Faculty Senate Fellow

- ❖ A mentorship opportunity in leadership and shared governance
- ❖ Inaugural fellow is an NLF Committee member

Nontenure Line Faculty Committee

- ❖ Work Conditions
- ❖ NLF Website and Accomplishments
- ❖ Departmental Policies
- ❖ Workload Release Program
- ❖ Part-time Teaching Award
- ❖ Nontenure Line Faculty Orientation

Nontenure Line Faculty Committee

❖ Working Conditions

— Pay

- University wide commitment to increase faculty compensation

— Benefits

- Limited for per course faculty (parking paid or reduced)
- Benefits eligible at 50%

Nontenure Line Faculty Committee

- ❖ Faculty accomplishments postings as a means of publicizing the contributions of nontenure line faculty
 - [Website](#)

Nontenure Line Faculty Committee

- ❖ Departmental Policies
 - Collecting specific policies
 - Found variations across Colleges, Schools and Departments
 - NLF terms recently standardized to be up to 5 years

Nontenure Line Faculty Committee

- ❖ Workload Release Program
 - Up to 6 workload credits release at full salary
 - Peer review by NLF committee members
 - Applicants
 - Full time nontenure line faculty
 - Normal course load 4/4
 - Averaging 11 applicants
 - Final Reports circulated and archived

Nontenure Line Faculty Committee

❖ **Caprice Pierucci**

- Senior Lecturer, School of Art & Design
- Invited to exhibit and lecture at Southeast Texas Museum of Art
- Workload release in Fall 2014
- Allowed her to concentrate on producing work for the exhibition

Nontenure Line Faculty Workload Release Caprice Pierucci



Nontenure Line Faculty Workload Release Caprice Pierucci



Nontenure Line Faculty Committee

- ❖ Part-time Award for Excellence in Teaching
 - Peer Review Process
 - College NLF Committee members and liaisons
 - Progress and Challenge
 - Presented at College Convocations
 - Recipients awarded \$1,000
 - Working to increase nominations

Nontenure Line Faculty Committee

❖ Future Efforts

- Continuing review of departmental policies affecting NLF
- Clear definitions and policies for progression in classifications
- Increased NLF participation in shared governance

Presidential Fellow

- ❖ Tenured faculty member selected by the President to work on a topic of mutual interest
- ❖ One year appointment (September 1 through August 31) at 50% FTE
- ❖ Member of the President's Cabinet
- ❖ Seat at the Council of Academic Deans

NLF Orientation

- ❖ In the past, NLF attended one general orientation before the fall semester with tenure line new faculty, predominantly regarding benefits.
- ❖ No orientation available to new faculty members before the spring semesters.
- ❖ Created an orientation specifically for the new NLF; piloted three orientations in the Fall 2014 and two in the Spring 2015.

Orientation Topics

- ❖ “Boot Camp” for new faculty: what do you need to know the first day of class? The first week? The first month?
- ❖ Texas State culture and traditions
- ❖ Policy and Procedure Statements (PPS)
- ❖ Legislative requirements (HB2504)
- ❖ FERPA and TITLE IX
- ❖ Available resources for faculty and students
- ❖ Faculty development
- ❖ Evaluation processes

NLF Open Dialogues

- ❖ Effort to enhance communication with NLF
- ❖ Discussed issues and concerns regarding the NLF in order to enhance the environment
- ❖ Hosted 8 dialogues during the 2014-2015 academic year, 6 on the San Marcos campus and 2 on the Round Rock campus

Policy and Procedure Statements

- ❖ Review policy and procedure statements that affect NLF, for example
 - Annual evaluation
 - Workload
 - Faculty titles

- ❖ Ensure appropriate representation on committees that develop and review policies

NLF 2015 Survey Results

- ❖ What we do well...
 - Established teaching assignments
 - Academic freedom
 - Adequate support
 - Reasonable expectations

- ❖ Areas for improvement...
 - Mentoring
 - Opportunities for advancement
 - Evaluation process and feedback
 - Compensation (merit and equity)
 - Participation in shared governance

Without the support of the Texas State University lead administrators, none of the advances reported today would have been possible. Our thanks are due to Dr. Denise M. Trauth, [President](#) and Dr. Gene Bourgeois, Provost and Vice President for Academic Affairs.