Presentation to the Faculty Senate on NTE Instruction

Executive Vice President and Provost
Elizabeth Hoffman
April 29, 2008
• The Faculty Handbook specifies that “…non-tenure-eligible appointments be limited to no more than 15% of total instruction within the university and no more than 25% of the total instruction within any given department.”

• In March 2002, the Faculty Senate and Provost’s Office agreed that each year the Provost would report on the teaching done by tenured, tenure-eligible and non-tenure-eligible faculty, P&S and Graduate Assistants
## Instructional FTEs

<table>
<thead>
<tr>
<th></th>
<th>Fall 2007</th>
<th>Fall 2006</th>
<th>Fall 2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure-eligible, continuing adjunct</td>
<td>982.46</td>
<td>1001.03</td>
<td>1027.06</td>
</tr>
<tr>
<td>Non-tenure-eligible</td>
<td>208.85</td>
<td>210.90</td>
<td>198.93</td>
</tr>
<tr>
<td>Graduate Assistants</td>
<td>405.16</td>
<td>391.93</td>
<td>366.41</td>
</tr>
<tr>
<td>Total Instructional FTEs</td>
<td>1596.24</td>
<td>1603.86</td>
<td>1592.40</td>
</tr>
</tbody>
</table>

Source: Office of Institutional Research
Three Measures of Instruction

For Fall 2007, the overall percentage of instruction by NTE faculty and P&S using each measure is:

- Section Credits: 25.3%
- Student Credit Hours: 24.9%
- Course Sections: 24.1%

source: Office of Institutional Research
NTE Instruction Report - Fall 2007

(Using Section Credits as a measurement)

• The total percentage of NTE teaching is 25.3% (compared to 25.5% for Fall 2006)
• 33 of 55 departments (60 percent) are below 25%; 22 departments exceed 25%
• Of the 22 departments over the 25% guideline, the instruction by NTE faculty ranged from 49.4% to 26.6%
• 13 departments are below 10%
• The median is 21.8%
• University wide, the total percentage of instruction by P&S is 4.7% (up from 4.1% for Fall 2006)
Departments Over 25%

- Community and Regional Planning 49.4%
- Greenlee School of J & C 49.1%
- Computer Science 48.2%
- World Languages & Cultures 47.9%
- Music 46.1%
- Landscape Architecture 40.0%
- Curriculum & Instruction 38.8%
- Political Science 37.7%
- Management 35.4%
- English 35.0%
- Philosophy & Religious Studies 33.6%
Departments Over 25%, cont.

- Food Science & Human Nutr 33.4%
- Finance 33.3%
- Mechanical Engineering 32.6%
- Human Dev & Fam Stud 32.3%
- Civil, Constr & Env Engr 32.2%
- Psychology 30.4%
- Accounting 28.9%
- Vet Diag & Prod Animal Med 27.9%
- Vet Clinical Sciences 27.6%
- Economics 26.7%
- Kinesiology 26.6%
Reasons for NTE faculty hiring

• Professional education for professional students: applies to departments in business, design, engineering, vet med, agriculture and life sciences, as well as the Greenlee School

• The need to balance the introductory teaching needs with the research and advanced educational needs: this particularly applies to English and World Languages & Cultures

• Partner accommodation
Summary

• We have excellent teaching from our NTE faculty
• Based on six years of data, we see little variance from year to year; we are somewhat dependent on NTE instruction
• The Resource Management Model may allow for the first significant change in the longitudinal data
• The goal is to offer the highest quality instruction, and together we should continue to monitor policies and practices to ensure that this goal is met
Questions?
# Tenure/Promotion Cases
## Spring 2008

<table>
<thead>
<tr>
<th>Case Description</th>
<th>YES</th>
<th>NO</th>
<th>EXT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion to Professor, already tenured</td>
<td>26</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Promotion to Associate Professor</td>
<td>30</td>
<td>4</td>
<td>3 EXT</td>
</tr>
<tr>
<td>Tenure as Associate Professor</td>
<td>4</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>60</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Withdrawed (not counted above)</td>
<td></td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>

Source: Office of the EVPP
<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>Reviewed</th>
<th></th>
<th>Granted</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>F</td>
<td>M</td>
<td>F</td>
</tr>
<tr>
<td>Caucasian</td>
<td>28</td>
<td>20</td>
<td>24</td>
<td>17</td>
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<tr>
<td>African-American</td>
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<tr>
<td>Asian-American</td>
<td>18</td>
<td>2</td>
<td>16</td>
<td>2</td>
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<td>Native-American</td>
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<tr>
<td>Hispanic-American</td>
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<td>Unknown</td>
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<td>0</td>
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<tr>
<td><strong>TOTALS</strong></td>
<td>47</td>
<td>22</td>
<td>41</td>
<td>19</td>
</tr>
</tbody>
</table>

source: Office of the EVPP
Questions?
• The number of tenured/tenure-eligible faculty on appointment at ISU has decreased consistently as a consequence of fewer hires made, rather than increased resignations or retirements over time

• In the past few years in particular, we had significantly fewer offers extended

• The very good news is that the numbers will increase for FY09, and departments have made some excellent hires for the coming year!
## Tenured/Tenure-Eligible Faculty Change

<table>
<thead>
<tr>
<th></th>
<th>Faculty who began Employment</th>
<th>Faculty who Terminated</th>
<th>Net Chg</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY07</td>
<td>66</td>
<td>91</td>
<td>-25</td>
</tr>
<tr>
<td>FY06</td>
<td>81</td>
<td>96</td>
<td>-15</td>
</tr>
<tr>
<td>FY05</td>
<td>67</td>
<td>65</td>
<td>+2</td>
</tr>
<tr>
<td>FY04</td>
<td>108</td>
<td>114</td>
<td>-6</td>
</tr>
</tbody>
</table>

source: Office of the EVPP
Tenured/Tenure-Eligible Numbers to Increase Fall 2008

Data are not yet complete for FY08:

Yet, as of today, 143 hires have been made for faculty to begin employment by Fall 2008

source: Office of Equal Opportunity and Diversity
Questions?