

NTTF Committee's Activities in 2008-2009

The members of committee met twice for organizing work on the preparation of an Academic Affairs document on the "Evaluation and Promotion of NTTF". Work on this document was mostly carried out electronically.

The Committee started its work by perfecting a "strawman" draft document whose contents were initially solicited from different colleges' policies on the evaluation and promotion of their NTTFs. The first draft were sent to members but has not been finalized yet.

Continuing Issues of concern for NTTF:

1. Evaluation and promotion requirements and process is very similar to TTF's while NTTF's appointments are annual, uncertain for renewal with large wage and compensation disparities.
2. University is basically exercising a monopoly bargaining power in contracting NTTFs. This may encourage the establishment of an economically inefficient NTTF labor Union in the state of Oregon.
3. The University's document on Policies and Procedures and Practices for NTTFs (November 12, 2007) makes the uncertain NTTF jobs more uncertain by requiring "up-or-out" mandate in the following paragraph on page 13 of that document. We suggest the promotion to senior levels should be optional and not to be used for recycling NTTFs.

"There will be a departmental review of the NTTF performance against department criteria previously approved at the school or college level and the university level, a review by the dean of the academic unit in which the department is located, and a final review and decision by the Provost or her delegate. The first level review, from initial appointment to its corresponding Senior appointment, is a required review and will be an "**up-or-out**" review, meaning that the successful candidate will be promoted and an unsuccessful candidate provided timely notice and a terminal, non-renewable contract."