Academic Professional Comments  

58 total recommendations

Category: Promotion Guidelines/Guidance  

12 recommendations

- Clear and consistent guidelines and support for the promotion process.
- Clear expectations for promotion and retention
- Clear promotion guidelines
- Clearer communication about promotion.
- Make it clear what will be required for promotion.
- A clearer explanation of the promotion process for non-tenure-track faculty, inclusive of titles. The promotion process is confusing because there are too many titles for non-tenure track faculty.
- Rational and limited promotion expectations and guidelines (IOW: folks shouldn't be expecting TT performances for NTT jobs -- NTT careers have different expectations and trajectories.)
- I would like a system for promotion in place and utilized by units.
- Since NTT positions vary so much from department to department, I would say the new hire should be a) very clear on expectation of the bios; b) very clear on the promotion process for that position
- Have clear guidelines for rewarding job excellence.
- Process and access to examples of [successful promotion] dossiers.
- Assemble a packet that includes information on promotion track (including samples of dossiers) [and] have it easily accessible to all.

Category: Increased Clarity about NTT Role  

12 recommendations

- Provide more guidance for department / unit heads about the rights, responsibilities, and roles for non-tenure track faculty.
- Depends on the NTT role. In mine, I'd say EITHER: more informed and useful annual evaluations. (I have had only 3 in 15 years and these were cursory in the EXTREME) OR: more informed and professional Department chairs/or evaluators (who know how to evaluate or comment on NTT roles)
- Not using non-tenure track positions as positions for spousal hires (create a position for the spouse of a highly sought after job candidate).
- Educate tenure-track faculty on evaluation and understanding of non-tenure track jobs. Don't allow it to become a political bargaining point.
- Protect them [future NTT faculty hires]. It is a different track, not a lesser track--yet tenured faculty may vote on academic professionals and not vice versa, and different non-tenure tracks cannot vote on one another. I am missing the logic.
- Better understanding of their place within the structure of UGA
- Make clear expectations for service and research.
- Transparency about promotions as well as ability to apply for grants and research leave. Just because we are non-tenured does not necessarily mean we don't want to do research.
• Publishing is emphasized in my role as a non-tenure faculty member. This is a recent development. This survey suggests that publishing is not emphasized. In my case it is. There needs to be uniformity on this aspect. My role is truly much more administrative and publishing is not something I have much experience. I think this aspect needs to be clarified at the University-level. If it is decided that this is an important aspect, then new hires should be duly informed.
• Structure workload to encourage scholarly activity and professional development.
• Greater recognition of teaching time when also balancing administrative roles.
• Better understanding of expectations in their role

Category: Mentoring and Networking 10 recommendations
• Mentorship
• Better mentorship.
• Provided mentors from day 1
• Mentorship with a tenured faculty.
• Make sure that new hires have colleagues and formal or informal mentors who can answer questions and discuss concerns about the role.
• Provide networking opportunities, and databases for mentoring connections.
  New hires need a much more thorough understanding of their options than I was given.
• There should be a group organization (like the support staff has) for representation
• Form a community of non-tenure track academic professionals (if there isn't one already.)
• Allow for unions or some other form of group identity that can help identify needs at different levels.
• Get a union.

Category: Equal Access to University Recognition/Awards 7 recommendations
• Increase opportunities for programs and recognitions/awards for non-TT faculty.
• Remove unnecessary barriers to non-tenure track faculty involvement with university-wide honors, program participation, and awards-- make these open to all full-time faculty, regardless of which career track we are on.
• Awards for excellence in teaching.
• Increased awareness and availability of award, promotion, and governance opportunities on campus
• Ensuring a range of opportunities for career development and recognition.
• The UGA Graduate School criteria for graduate faculty status is not an inclusive process. The process for getting approval from the UGA Graduate School for graduate faculty status does not fully consider the contributions that non-tenure track faculty make to graduate education. The criteria should incorporate measures that are more in-line with the scope of non-tenure track faculty roles.
• Able to participate in grants, research and university committees.
Category: Professional Development/Orientation about this Career Track 6 recs.

- More opportunities specifically geared toward the professional development of non-tenure-track faculty.
- Provide an additional orientation for new hires.
- Training in basics of responsibilities/expectations/offers in academia is needed.
- Provide information specific to career movement, etc.
- We should have training sessions where you inform non-tenure track how to become a tenure track professor or other opportunities.
- Provide professional development workshops specifically for our titles. I would imagine service, academic, and research professionals all have unique needs for professional development that can be fostered independent of each other and of tenure-track faculty.

Category: Improved Salary and Career Options 5 recommendations

- Salary equity
- Better salaries.
- Obviously, salary adjustments. I would make more than double my current salary if I were teaching.
- Path to tenure-track promotion for exceptional contributors.
- Make them feel that they can also get job security after certain number of years.

Category: Increased Institutional Support 4 recommendations

- I would like to know more about opportunities available to non-tenure faculty, and I think that more opportunities should be available for travel and research.
- Inform non-tenure track about funding opportunities for traveling or for training.
- There really needs to be professional development funding.
- Not all faculty, tenure and non-tenure, are on the Athens campus. More effort needs to be made to include off-site faculty in the appropriate activities, including professional development and serving on committees.

Category: General Climate and Feeling Valued 2 recommendations

- A softening of the barrier between tenure and non-tenure track faculty. It would be beneficial to create a climate of mutual respect.
- Need to improve conditions for current non-tenure track employees. Then things will be improved for future hires.