Similar to the national climate, of the full-time faculty at UGA, **over 41%** are in career tracks other than Assistant Professor, Associate Professor, and Professor, including clinical faculty, lecturers, academic professionals, public service faculty, research scientists, and more. These are not “adjunct” or part-time faculty. Career-track faculty in departments and academic units with tenure-track faculty have reported a diverse range of experiences and challenges, particularly relating to issues such as clarity of promotion guidelines for their track, consistency of access to faculty resources, and uncertainty about departmental, school/college, and university-wide roles, responsibilities and privileges.

In spring 2015, our Faculty Learning Community surveyed full-time non-tenure-track faculty to gather concrete information on their experiences, perspectives, and recommendations, with responses from about 350 faculty. Based on this information, several priorities and ideas have emerged, resulting in meetings with Ron Cervero (Associate Vice President for Instruction), Eddie Watson (Director, CTL), and most recently with Sarah Covert (Associate Provost for Faculty Affairs), who recommended meeting with the Faculty Affairs Committee to present information and consider possibilities for next steps.

Results from the survey demonstrate that career-track faculty are in these positions, not because they could not attain a tenure-track job, but because they want to build their careers around the activities and responsibilities specific to these non-tenured faculty roles. Responding clinical faculty, academic professionals, and lecturers reported over 8 years as full-time faculty on average, and 61% felt likely that they will still be employed at UGA in five years. However, they also report some areas of concern. For instance, 81% of lecturers felt that “There should be more specificity provided by UGA regarding the expectations for successful promotion in my current non-tenure track faculty role.” From their open-ended responses making recommendations for improvements for non-tenure-track faculty, the top five most prevalent themes for these three career tracks were as follows:

**Lecturers:** (1) the need for clearer promotion guidelines; (2) more opportunities for mentoring/networking; (3) desirability of multi-year contracts; (4) access to university recognitions/awards relevant to their responsibilities; and (5) creation of a third promotion tier (beyond just Lecturer and Senior Lecturer).

**Academic Professionals:** (1) the need for clearer promotion guidelines; (2) increased clarity about the purpose, roles and expectations of this track; (3) more opportunities for mentoring/networking; (4) access to university recognitions/awards relevant to their responsibilities; (5) more orientation and professional development specific to academic professionals.

**Clinical Faculty:** (1) the need for clarity about faculty rights of non-tenure-track faculty (e.g., voting, committees, graduate faculty, FYO); (2) more orientation and professional development specific to clinical faculty; (3) access to university recognitions/awards relevant to their responsibilities; (4) general climate and feeling valued; (5) more opportunities for mentoring/networking.

We look forward to sharing more details, and considering possibilities for action steps, with the committee.