March 17, 2006

Dear Campus Community:

Non-tenure track faculty have assumed an important and ever-expanding role at the University of Missouri. The University of Missouri Intercampus Faculty Council (IFC) and the chief academic officers recently reviewed policies and procedures for non-tenure track faculty with the goal of making them more responsive to the needs of the University and this important and diverse community of scholars.

The IFC developed a best practices paper in cooperation with the campus chief academic officers, the UM Office of the Senior Vice President for Academic Affairs, and the UM Office of the Vice President for Human Resources. The document is being introduced on each campus to elicit a discussion of the guidelines for the employment of non-tenure track faculty. The chief academic officers will work with a representative group of faculty and administrators to carefully consider the recommendations and provide feedback for a final version of this document. After careful scrutiny and approval by each campus, the revised framework of recommended best practices will serve as the guiding principles for implementing policies regarding non-tenure track faculty. For example, one outcome could be a reduction in the wide variety of titles being used often for similar duties and to provide more uniformity in titles.

The creation of specific policies and practices, which would be consistent with the framework of recommended best practices, should be developed at the college or school level with active faculty and administrator involvement and approval by the provost. Because of the diversity among the missions and programs both among and within the campuses, there must be considerable flexibility in the final recommended policies. The IFC has set a goal to complete the college/school guidelines for implementation by January of 2007. We do not expect the recommendations to affect current policies and practices that govern tenured and tenure track faculty or part-time faculty as described in the Collected Rules and Regulations for the University of Missouri.

Attached are copies of the recommended best practices for non-tenure track (NTT) faculty at the University of Missouri, a summary report of conversations with NTT faculty, and a recent report that includes a faculty profile. These documents are intended to provide a starting point for the discussions on each campus regarding NTT faculty. We look forward to working together to recognize the significant contributions of NTT faculty in University policies and practices.

Sincerely,

Ralph Wilkerson  
IFC Co-Chair

Robert Schwartz  
IFC Co-Chair

Stephen Lehmkuhle  
Senior Vice President for Academic Affairs

Attachments

c: President Elson S. Floyd  
Chancellors  
Provosts