

**UPDATE ON BOARD STUDY OF PART-TIME AND NONTENURE-TRACK
FACULTY AT PUBLIC INSTITUTIONS**

Submitted for: Information.

Summary: House Joint Resolution 19, approved by the 91st General Assembly, directs the Board of Higher Education and Illinois public colleges and universities to undertake a study of the policies and practices affecting the use and compensation of part-time and nontenure-track faculty.

This item provides an update of the Board's progress on this legislatively mandated study. In April 2001, the Board established a special committee of five members to develop a report for the General Assembly, as well as coordinate and assist public college and university efforts to collect information. Also, staff formed an advisory group to provide technical advice about the types of information needed to be collected and how best to gather this information. The Center for Governmental Studies at Northern Illinois University will work with Board staff on collecting and analyzing information. Staff will gather information directly from Illinois public colleges and universities, as well as through surveys of faculty members and administrators.

Action Requested: None.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

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In recent years, the use and compensation of part-time and nontenure-track faculty by colleges and universities has become an issue of public concern and comment. Increases in the number of part-time faculty have led to questions about how changes in staffing compensation may affect teaching and learning. Also, questions have arisen about compensation, benefits, and working conditions for part-time and full-time nontenure-track faculty. In November 2000, the 91st General Assembly approved House Joint Resolution 19 requesting that the Board of Higher Education and Illinois public colleges and universities undertake a review of the policies and practices affecting the use and compensation of part-time and nontenure-track faculty. Further information about the legislative resolution is available in the Board's April 2001 report, *Establishment and Appointment of a Committee to Study Part-time and Nontenure-track Faculty at Public Institutions*.

The information collected and reported on staffing in Illinois higher education comes from surveys conducted by the Board of Higher Education through the Integrated Postsecondary Education Data System (IPEDS), the Equal Employment Opportunity Commission, and by surveys conducted by the Illinois Community College Board. While these systems contain considerable data about Illinois faculty, they do not have the kind of information needed to address the issues raised in the legislative resolution. Because of the importance of these issues and the need for additional information, in April 2001 the Board appointed five of its members to a special committee to coordinate and oversee this study. The Committee will consult with public college and university representatives in developing information on the use and compensation of part-time and nontenure-track faculty and in making recommendations to the General Assembly.

Board staff has also formed an advisory group to provide expert and technical advice for the study. This group includes staff from the Illinois Community College Board, a community college president and administrator, two public university chief academic officers, staff with data collection and human resource expertise, and representatives from faculty organizations. In its initial meetings, this group has discussed the kinds of information that should be included in the Board's study, as well as the most efficient way to collect the information. Board staff also has kept statewide academic leadership at public colleges and universities apprised of the deliberations of the advisory group and the study's progress.

The Board also will receive assistance on this study from Northern Illinois University's Center for Governmental Studies. Over the past few years, the Center has provided reports and information to the Board on a number of important issues. In June 2001, for instance, the Center reported to the Board on its study of the placement of graduates from information technology programs and whether students in these programs wish to remain within the state after graduation.

The Center's experience with survey development and implementation, as well as its familiarity with the data systems of Illinois public institutions, should prove invaluable for this study of part-time and nontenure-track faculty.

On July 6, 2001, Board of Higher Education staff sent a letter to public universities and community colleges requesting information for the legislatively mandated study on faculty. The request follows a two-track approach developed in consultation with the staff's advisory group. The first track will collect information directly from the institutions about staffing, compensation, and campus wide policies. The second track will collect information directly from faculty and administrators themselves about faculty experience, qualifications, responsibilities, working conditions, and employment satisfaction. This approach will provide hard data about the compensation and teaching load of part-time and nontenure-track faculty while also gathering personal and qualitative information about conditions of use and practice. The Board will survey deans, department chairs, tenured faculty, and tenure-track faculty, in addition to part-time and nontenure-track faculty, in order to capture varied campus perspectives and comparative information from which to study the roles and contributions of nontenure-track faculty.

In Fall 2001, staff will present to the Board Committee an overview of the information that has been collected by Illinois public colleges and universities. Committee members and staff will review these results with members of the Illinois higher education community and other interested groups to obtain their reaction and comment before preparation of a report for presentation to the Board and, subsequently, to the General Assembly in December.