

Core Requirement 2.8

Compliance Non-Compliance

Proof/Explanation:

The number of full-time faculty members at Tennessee Technological University (TTU) is adequate to support the mission of the institution. TTU's mission is to serve the people of the Upper Cumberland region in Tennessee, as well as the nation and the world, by providing outstanding academic programs.

Tennessee Technological University's mission as the state's only technological university is to provide leadership and outstanding programs in engineering, the sciences, and related areas that benefit the people of Tennessee and the nation. The University also provides strong programs in the arts and sciences, business, education, agriculture and human ecology, nursing, music, art and interdisciplinary studies. Tennessee Tech serves students from throughout the state, nation, and many other countries, but it retains a special commitment to enrich the lives of people and communities in the Upper Cumberland region of Tennessee.

The Faculty Handbook clearly explains the specific policies and procedures to guarantee the quality of the University's academic programs. The adequacy of full-time faculty members is determined by on-going review at all levels of the university community. Analyses are conducted by the Office of Institutional Research to inform program planning and long-term strategic planning.

Institutional Definition

The current Tennessee Technological University Faculty Handbook defines the designation "full-time faculty":

The term "faculty" shall be limited to regular, full-time personnel whose regular assignments include instruction, research, and/or public service as a principal activity, and who hold academic rank as professor, associate professor, assistant professor or instructor at the institutions. The term "regular, full-time personnel" as used in the definition of "faculty" is limited to those persons whose appointments are for a complete academic or fiscal year.

The Handbook further delineates faculty who are not considered to hold full-time positions.

The term "faculty" shall not, for the purposes of this statement, include members of an institution's or school's instructional personnel defined as "adjunct faculty," part-time teachers, post-doctoral fellows, visiting lecturers, and graduate assistants. "Adjunct faculty" is defined as professional staff members of businesses, industries and other agencies and organizations who are appointed by institutions and schools on a part-time basis to carry out instructional, research or public service functions.

Full-time administrators who teach a class are not typically considered to be full-time faculty members. At Tennessee Technological University many administrators teach select courses in response to growing student numbers.

This is consistent with the Tennessee Board of regents Policy 5-02-01-00 Definition of Faculty (1), and Policy 5:02:07:10 Faculty Appointments in Universities (2).

Faculty Hiring and Workload

Specific requirements for hiring and the workload guidelines for full-time faculty are detailed in the TTU Faculty Handbook under General Personnel Policy (3).

- All full-time personnel including faculty shall be required to devote a minimum of 37.5 hours per week to the institution or Center, and shall maintain appropriate office hours as determined by the president (or his or her designee) or, at Tennessee technology centers, by the director. Calculation of the 37.5-hour week shall follow such guidelines as promulgated by the Chancellor.
- Within the requirement of a minimum of 37.5 hours per week, faculty at universities, community colleges, or technical institutes shall be required to carry a full teaching load, which shall be fifteen (15) credit hours or the equivalent per term for undergraduate courses, twelve (12) credit hours or the equivalent per term for graduate courses, two hundred twenty-five (225) non-credit contact hours or the equivalent per term. All equivalent teaching load activities shall be subject to prior review and approval by the president (or his or her designee).

Faculty Recruitment

Faculty Recruitment procedures are outlined in the Tennessee Technological University Faculty Handbook (3)

Adequate Numbers (and Percentages) of Full-Time Faculty Members

Undergraduate Student Credit Hours by Faculty Type

Faculty Type	2009	2010	2011
Full-time faculty	87,280 (74%)	94,093 (77%)	96,860 (77%)
Supplemental faculty	28,581 (24%)	25,539 (21%)	26,769 (21%)
Graduate Assistants	1,996 (2%)	2,654 (2%)	2,420 (2%)
TTU Totals	117,857	122,286	126,049

Graduate Student Credit Hours by Faculty Type

Faculty Type	2009	2010	2011
Full-time faculty	7,711 (60%)	8,180 (74%)	7,429 (79%)
Supplemental faculty	5,038 (40%)	2,851 (26%)	2,004 (21%)
Graduate Assistants	0	0	0
TTU Totals	12,749	11,031	9,433

Faculty-Student Ratios: The student to full-time faculty ratios for the Spring 2010 semester is 18.1 based on the 2010 National Study of Instructional Costs and Productivity.

Full-time, Tenured and Tenure-Track Faculty: The normal academic workload for full-time faculty members is fifteen semester credit hours of instruction in organized undergraduate classes each semester with variations in the twelve-hour academic workload to be made at the discretion of the administration dependent upon other academic responsibilities assigned to faculty members.

According to the national Delaware Study, Tennessee Technological University has twelve undergraduate programs that are above the national norms for use of supplemental faculty as of 2010.

Undergraduate Program	Percentage above norm	Explanation
Earth Science (EASC)	20.8%	Adjunct SCHs have increased recently due to (1) the retirement of two full-time faculty and (2) the leave of absence taken by a tenured faculty member in fall 2011. During that semester, an adjunct instructor taught a course of nearly 230 students. The full-time faculty member is currently back, and he continues to teach this large class.
Accounting (ACCT)	14.6%	A retired professor was not replaced because of budget cuts. Courses taught by adjunct faculty are staffed by qualified and licensed professionals. High standards are set for the hiring of adjunct faculty. Adjunct faculty have full instructional guidance and support from full-time faculty.
Decision Science (DSM)	14.6%	DSM has lost three full-time positions during this review period. In order to keep class sizes reasonable, it was necessary to increase our use of adjunct professors. All of the adjunct professors are well qualified to teach their assigned course(s).
Exercise Science (EXPW)	30.6%	The PHED program includes specialty courses such as ballroom dancing and archery. These courses require the use of adjuncts because they are much better qualified in these specialty areas. The Department works hard to provide a variety of options for TTU students, and many of the classes have large enrollment numbers when appropriate. We do not consider the use of adjuncts a weakness. Actually, students benefit from highly qualified and respected experts.

Curriculum and Instruction	11%	The Department of Curriculum and Instruction has had program changes in the last two years which resulted in a great decrease in supplemental faculty.
Counseling and Psychology	22.5%	The Department of Counseling and Psychology has experienced a 27% increase in enrollment over the past 3 years during severe budget cuts when hiring full-time faculty was not possible. Adjuncts receive considerable training and most are currently practicing in the field. This gives students exposure to experts immersed in the real world.
English	16.3%	The Department has a large number of incoming students taking required composition courses. The Department hires adjunct faculty to teach in these lower level courses. The Department has developed an excellent adjunct training program to ensure program quality and equity in grading procedures for written assignments.
Sociology	1.8%	Temporary full-time and adjunct faculty use by the Department is higher than average as a result of a combination of high growth in the majors, unanticipated resignations, and retirements. The Department has since hired another full-time tenure-track faculty member and is conducting a search for a second position. The Criminal Justice major makes use of highly qualified adjunct faculty for certain specialized courses in political science, criminal justice, and social work; but we see that as a strength to our program rather than a weakness. In each case, we think the adjunct faculty member brings a combination of academic training and job experience that is superior to what the typical full-time faculty member would offer.

Music (MUS)	28.8%	A significant number of non-music majors take courses in music to satisfy General Education requirements. This greatly increases student credit hours generated in this Department. These required General Education courses are mostly taught by adjunct faculty.
Basic Engineering (BE)	3.5%	This Department lost two faculty members to retirement and due to budget cuts lost the faculty lines. At the same time, the Department gained in numbers of incoming students. The indication is that this Department has managed the available resources very well considering the challenges.
Civil Engineering (CEE)	16%	Two faculty members from this Department moved into higher administrative positions. One moved to an interim dean position and has since returned to full-time faculty status. The second faculty member is now the interim associate provost for the university. CEE also had two faculty members placed on emergency medical leave, causing the Department to turn to supplemental faculty.
Chemical Engineering (CHE)	8%	A new Biomolecular concentration in the Chemical Engineering program has resulted in an impressive 200% growth in enrollment. There is a search process in place for faculty and a plan to increase staff as well.

Distance Programs

Tennessee Technological University has distance programs in the College of Business; the College of Education; the Department of Exercise Science; Physical Education and Wellness; and the School of Interdisciplinary Studies.

The graduate program in the Department of Exercise Science, Physical Education and Wellness uses a significant number of supplemental faculty. This is because the program experienced a large increase in enrollment at the same time that two faculty members retired. The program recently completed a successful search to fill one position and is beginning the search process for a second faculty member.

The College of Education and the School of Interdisciplinary Studies both have 2+2 programs that involve many community colleges in Middle Tennessee. One hundred percent of the courses in both of these programs are taught by full-time faculty.

All courses in the Distance MBA program are taught by full-time faculty.

Analysis of data from Institutional Research (*IR Series, Vol. 11-12, No. 19, "Student Credit Hours by Faculty Type and Academic Discipline, Fall 2008-Fall 2011,"* November 15, 2011, Office of Institutional Research, Tennessee Tech University. *IR Series, Vol. 11-12, No. 7, "Key Indicators from 2010 Delaware Study,"* September 22, 2011, Office of Institutional Research, Tennessee Tech University) reveals that the number of full-time faculty at Tennessee Technological University is adequate to support the institutional mission. Most programs have done exceptionally well adjusting to sustained deep budget cuts and financial hardships statewide. Many programs are currently in the search process to hire full-time, tenure-track faculty as resources become available. Programs that use above average numbers of supplemental faculty provide training for these instructors to ensure quality and program integrity.

Supporting Documentation:

1. <http://www.tbr.edu/policies/default.aspx?id=1462>
2. <http://www.tbr.edu/policies/default.aspx?id=1496>
3. <http://www.tntech.edu/facultyhandbook/genpersonnelpolicy/>