



1 UNITED ACADEMICS PROPOSAL

2
3 ARTICLE 11
4 ACADEMIC STAFF RATIOS
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6 **Section 1.** Both the American Association of University Professors and the American
7 Federation of Teachers have issued policy statements calling on universities to limit their
8 reliance on non-tenure-track faculty at the expense of tenure-related faculty positions.
9 Accordingly, both organizations have made recommendations on the proportion of
10 faculty appointments that should be made as non-tenure track appointments.

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12 **Section 2.** In the 2007 document titled “Non-Tenure Track Faculty: University of Oregon
13 Document on Policies, Procedures, and Practices” issued by the Office of Academic
14 Affairs, the Administration affirmed that reducing the proportion of NTTF appointments
15 was a worthy goal and acknowledged that current university practices exceed
16 recommended proportions.

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18 **Section 3.** The Administration will publish on the Academic Affairs website the current
19 NTTF:TT ratio at the university, the ratios for the last ten (10) years and the goal ratio for
20 next year. The Administration will work with the University Senate to establish goal
21 ratio(s) for the next ten (10) years.