

June 4, 2020

I recognize this is a charged time and members of our campus community are dealing with fear, anxiety, grief and anger as we all try to find the best way to protect our personal health and wellbeing while delivering on our missions.

That said, the tone of the piece linked here is not in keeping with our expressed values of [respect, compassion and diversity](#). If you have a specific question about a re-entry issue within CALS or our division, please post that here and I or whomever has the most information on a subject will be happy to respond. I have always been committed to communicating with transparency to you, our students and our external stakeholders.

I ask that all those within our division continue to communicate with one another in a way that's in keeping with our values – this will be incredibly important as we try to find the best possible solutions to the complex issues ahead.

I want to comment on three points in the academic solidarity statement update:

1. *“With regard to academic staff in particular, however, we converge on a clear and broadly-applicable principle of equity.”*

That non-tenure track (NTT) are the

2. *“most precarious academics, including those who shoulder the greatest teaching burden.*
3. *NTT faculty and graduate workers are facing the same challenges as tenure-track faculty”*

With respect to the first, I couldn't agree more, and the point is one part of the reason I speak about, and act on, equity and fairness consistently.

With respect to the second, and as I have said many times before and on May 11 showed our provost the attached CALS' data, I know and can demonstrate that our NTT do the most teaching, but I disagree with the first aspect of the statement. While, in theory, the property right protection does not exist, it would be absolutely devastating for me or any CALS appointed administrator to consider that NTT faculty are any kind of “easy” or “painless” or even logical solution to short-term crisis. If I thought of NTT faculty in those terms, our revenues would crash, or our units would assign all of the teaching done to tenured and tenure-track faculty and our research program would collapse. In CALS, the only thing that could make our NTT faculty more precarious would be our decisions, and by our, I mean all of our decisions and especially our tenure-track faculty's decisions.

With respect to the third, I agree 100% and will continue to try to find innovative solutions to all these challenges and invite everyone to help me do so.

Regards,



	Career Track	Tenure Track	Career/Tenure Track
Number of people	62	138	45%
Ins. FTE	47	35	133%
SCH per Ins. FTE	923	237	390%
SCH per person	694	60	1156%
Mean College percentile for SCH delivery	71%	34%	211%
SCH Revenue per Ins. Fte	\$184,623	\$47,392	390%
Mean person cost	\$71,998	\$107,660	67%
Mean ins. FTE cost	\$95,997	\$566,632	17%
Cost per SCH dollar generated	\$0.52	\$11.96	4%

College percentile for SCH delivery: Tenure/Track vs Non Tenure/Career Track.

