

# Calling for Allyship in Action

Miami University Non-Tenure-Track Faculty Survey Results – Fall 2020

## Strengths

*“We offer so much beyond carrying a high teaching load!”*

### Real-world and industry experience

Years and sometimes decades of experience as teachers, coaches, clinicians, researchers, social workers, and other jobs across a variety of fields which uniquely position us to teach practice and experiential courses.

### Connections

- *Mentoring:* Our relational skills and interests contribute to building long-standing relationships with students
- *Networking:* Our relationships with community stakeholders facilitate additional mentors for students, internships, meaningful guest speakers and so much more!

### Diversity

Our experiences and backgrounds often reflect that of our students and the variety of professionals across our fields

### Academic acumen

We can and do conduct research & produce scholarship in addition to our teaching and admin requirements.

## Threats

### Job insecurity

Results in significant stress. Months of uncertainty each year while prepping courses between our “release” (Jan/Feb) and “re-hiring” (July/Aug), and delay home-buying & other life goals.

### Exclusion

Beyond the lack of compensation for publishing, grant writing, NTT faculty are often excluded from faculty awards and grant opportunities. For example, see the recent \$1,000 in PD funds for “faculty” (but not NTT).

### Lack of respect from colleagues and administration: we are often

- unable to make changes to syllabi
- not incorporated into departmental discussions and decision-making;
- not included in department communication (emails, listservs, etc.)
- not acknowledged for previous work experience outside academia
- annual evaluation format excludes our unique contributions and fails to compensate us for any publishing and grant writing

## We need support from our tenured and tenure-track colleagues!

*“I really like my colleagues. However, I would like to hear more vocal support/actions from senior faculty in defense of my position as I believe that they are in a position of power to push back against the administration. But unfortunately, sometimes, I get the sense that they are not willing to go beyond well wishes and fingers crossed.”*

*“I would like [T/TT] to come out of their comfort zone, as I believe that a T/TT job is not just a privilege but a responsibility. Their duties include making sure that there is still an academic realm/position/job after theirs.”*

## Allyship in Action

1. **Speak up and support NTT in meetings.** Ask our opinion on department and university issues.
2. **Invite us to collaborate** on papers or grants that you are writing, ask whether we need support in syllabi development or mentoring.
3. **Advocate** for us to have more job security.
4. **Acknowledge and respect our roles and contributions** across the university. Many students need real world skills that NTT faculty are uniquely positioned to provide.