

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 ongoing 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* BT /TT1 8 e12e()-12(H)-(Tm ()Tjon)-12c0.001 Tw 0.

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Faculty Hiring and Workload

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)		

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

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/>