

## Ad Hoc Committee on Faculty Rank Distribution

Between 2004 and 2013, the regular rank, non-tenure track (NTT) faculty at Duke increased by 67%, compared to an 11% increase for tenure-track (TT) faculty.<sup>1</sup> The data for non-clinical faculty for the same period shows a 50% increase for NTT and an 11% increase for TT faculty.<sup>2</sup> These changes, which are not unique to Duke, raise a number of questions concerning, among other things, academic freedom, the University's commitment to tenure, and the adequacy of governance mechanisms to ensure that *all* faculty are appropriately represented and heard on University matters. ECAC recommends that the Academic Council constitute an Ad Hoc Committee on Faculty Rank Distribution to examine:

- (1) Changes over the last 15 years in the numbers and demographic characteristics of (a) tenured and tenure track faculty, (b) regular rank, non-tenure track faculty, and (c) non-regular rank, non-tenure track faculty. This examination should include variations by school, division and/or department and motivations for these changes.
- (2) The implications of these changes with regard to (a) the core educational and research missions of the University (including the allocation of responsibility for teaching, advising and curricular oversight), (b) issues of academic freedom, autonomy, and voice, (c) University governance structures designed to ensure faculty input on significant University policies and procedures, and (d) faculty equity and fairness.

The committee will be asked to summarize its findings, to offer recommendations, and to report back to the Academic Council in the Spring of 2018. The committee will be composed of tenured/tenure-track, regular rank non-tenure track, and non-regular rank faculty.

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<sup>1</sup> Data provided by the Office of Institutional Research

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