

Priority Letter: NTE/TE Ratios

Opportunity: As the new NTE framework is developed, we have an opportunity to produce a more robust solution to our emerging positional balance between TE and NTE with a goal of composing it to be more equitable, more financially viable, and more functional given our vision ...while taking care not to eliminate the elements that are performing well.

According to Provost Halleran's 2017 Teaching and Salary Data presentation (available in the link below), William & Mary's full-time NTE was roughly 29% of the total of full-time faculty (NTE +TE) in 2016. Compared to our peer institutions, this ratio rests comfortably within the average. In 2019, there was general support for the existing ratio but concern that it was going to continue higher in the direction of NTE (additionally, there are clear differences across schools). However, with rising enrollment rates, faculty retirements, and a focus on a financially viable curriculum, now is the time to be mindful, intentional, and strategic as to this percentage. Doing so may avoid the pitfalls of high NTE/TE ratios, including tenure erosion, curriculum discontinuity, and heavy service burdens for TE faculty. Conversely, the drawbacks of low NTE percentages could lead to diminished teaching power, less support for research release, and a curriculum that is not economically viable.

Recommendation: We propose that W&M commits to remaining below the 40% level for NTE faculty. We also suggest comparing our individual unit ratios and school ratios to our peer institutions. Variances among schools and from peer institutions should be examined for opportunities to improve or as best practice examples to emulate. While there may be different key performance indicators (or goals) that may vary by school or unit, some commonalities exist for comparison purposes. A few benchmarks from our peers, accreditation requirements, financial viability pressures, functional needs, university guidance, as well as individual unit aspirations, is likely to offer a strategic approach.

Implementation: Ideally, the Deans and Provost, in concert with the Faculty Assembly, will agree on a new NTE framework that encourages careful consideration of all new NTE/TE positions to maintain the percentage of NTE at or below 40%.

Outcomes/Expectations: NTEs play a vital role at the college. This must be balanced against the role that T/TE faculty play. Having an explicit goal and plan for maintaining the NTE/TE balance is crucial to maintaining a viable curriculum. We believe that by being mindful of this complex balance, we can avoid the pitfalls accompanying higher or lower ratios.

<https://www.wm.edu/sites/facultyassembly/announcements/provosts-report-on-teaching-and-salaries,-may-2017.php>),