



University of Iowa Non-tenure Track Organizing Committee

We demand the University of Iowa support our fight for union rights. The University of Iowa is an iconic employer and the flagship university in the state of Iowa. We are asking that, in keeping with the university's stature and influence as a guide in shaping employment relations and policy in the state, the administration stand with their non-tenure track faculty.

We demand a seat at the table and equal representation. Non-tenure track faculty should have a voice in policy decisions, including those made regarding non-tenure track faculty, departments, and programs. All non-tenure track faculty should have expanded voting rights to match the proportion of non-tenure track faculty at the University of Iowa. Non-tenure track faculty should have equal representation on all official University of Iowa CLAS committees.

We demand longer, more stable, and more equitable contracts. Many of us struggle to plan our lives because we do not know semester to semester, year to year if we will be teaching at the University of Iowa. We are asking for longer contracts and for the University of Iowa to invest in their faculty. Offer letters offered to non-tenure track faculty with at least one academic year full-time appointment at the University should begin with a minimum offer of a three-year term.

We demand transparency around hiring and renewal. Decisions about hiring and contract renewal should be based on standards that are transparent, consistent, and clearly communicated to all non-tenure track faculty.

We demand a standardized appeal process. The University of Iowa should create a standardized appeal process available to all non-tenure track faculty regarding raises, merit raises, promotion and contract renewal.

We demand standard yearly pay raises. Non-tenure track faculty have experienced stagnant wages at the University of Iowa for years. In some cases, factoring in inflation we make less in real dollars than when we started. This has happened while the University has asked us to take on more and more work and responsibilities. We deserve to be compensated appropriately for our work.

We demand clear expectations for merit raises. Merit raises should be based on an evaluation of our work consistent with our unique responsibilities (like higher teaching, service, and advising loads). Merit raises should be based on clearly defined and consistent expectations, not unpredictable, unpaid, unspoken expectations.

We demand health insurance coverage. The University of Iowa should provide all non-tenure track faculty with access to health insurance on par with what is offered to their tenure-track colleagues, including access to family plans. We believe health insurance should be a right of all non-tenure track faculty, not a privilege.



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We demand retirement benefits. Many non-tenure track faculty at the University of Iowa do not have access to the retirement benefits. The University should offer all non-tenure track faculty access to a retirement savings benefits on par with their tenure-track colleagues, including the opportunity to participate in the University Funded Retirement Plan (TIAA).

We demand parental leave. All non-tenure track faculty should have access to the same parental leave policy granted to tenure-track and tenured faculty. All non-tenure track faculty should be able to have a child without fear of job insecurity and repercussions.

We demand consistent and predictable travel funding and professional development opportunities available for all non-tenure track faculty. As the number of non-tenure track faculty increases at the University of Iowa and we teach more and more courses, it's imperative to the health and quality of the institution that all non-tenure track faculty are able to develop professionally and contribute to their disciplines.

We demand standardized credit hours and course loads. Contracts for non-tenure track faculty should be standardized within departments and workloads for non-tenure track faculty should be consistent across departments. Expectations regarding teaching responsibilities (e.g., number of semester hours taught each term) should be laid out clearly. Non-tenure track faculty who teach 3 sh courses should not be asked to teach 24 sh hours or 4/4 loads. Non-tenure track faculty who teach 4 sh or more courses should be compensated for the longer number of hours their courses meet or have their course loads adjusted to reflect this added number of hours in the classroom. A full-time teaching load should not exceed 6 courses or 18 sh per year.