



UNIVERSITY  
OF ILLINOIS  
SYSTEM



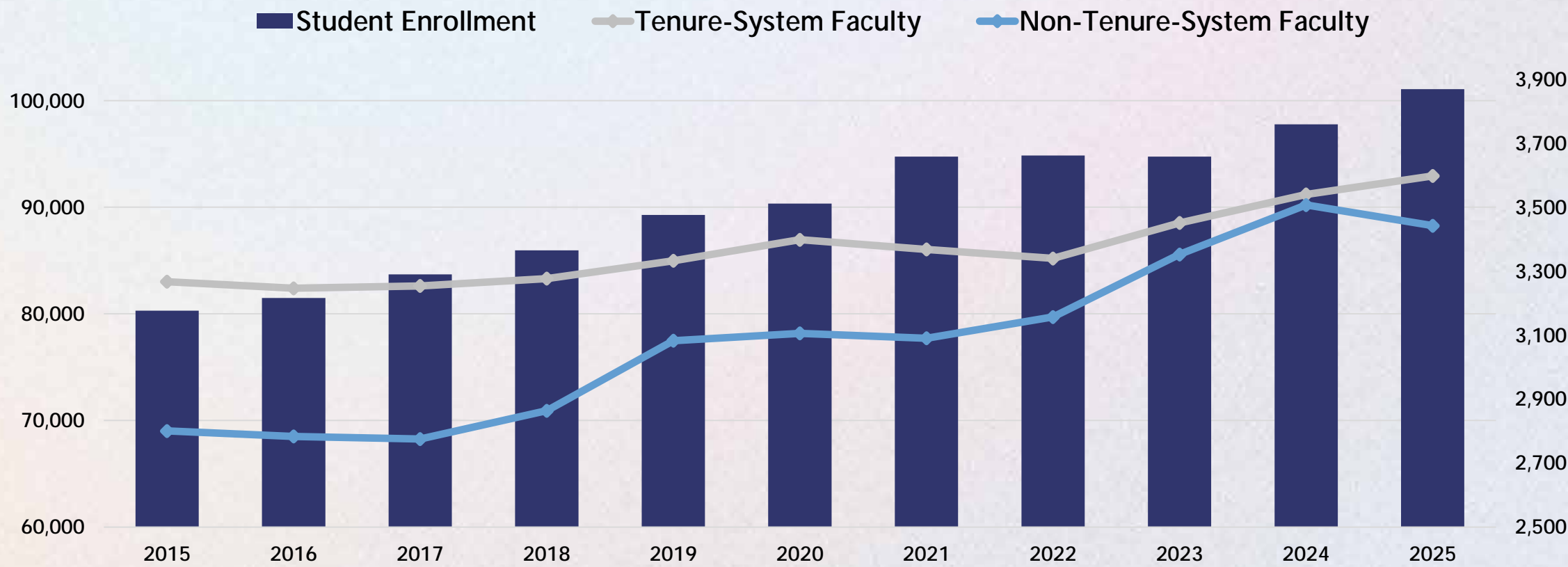
# USC Presentation – Faculty Without Tenure, Not Without Impact: Shining a Spotlight on Non- Tenure Track Faculty



Kate Floros (UIC)  
University Senates Conference Member  
January 15, 2026



# STUDENT ENROLLMENT AND THE GROWTH IN FACULTY



Data source: System Office of Budget and Planning

# WHO ARE NON-TENURE TRACK FACULTY?

- Variation across campuses (titles, expectations, appt. length, etc.)
  - NTT at UIC/UIS; Specialized Faculty at UIUC
- NTT profiles
  1. Professionals with limited appointments
  2. Adjunct faculty paid on a per class basis
  3. Visiting faculty: short-term appointment to meet unexpected need
  4. Full-time, benefits-eligible employees
    - Engaged in teaching, research, service, & clinical activities
    - Expectations depend on title/role; most with primary focus on teaching
    - Promotion path with norms and expectations determined at college or unit level
    - Appointment lengths vary (1-5 years)

# LAURIE QUINN, CLINICAL PROFESSOR, DEPARTMENT OF BIOBEHAVIORAL NURSING SCIENCE, UIC

- At UIC for 30 years
- \$30 million in awards, 150 articles, 31 book chapters
- Most recent award: \$515,545 (NIH) – artificial pancreas algorithm and diabetes
- Graduated 21 PhD students (UIC Graduate Mentoring Award)
- Children with Type 1 diabetes summer camp – 36 years as part of healthcare team
- VP for NTT (UICUF)





# MIRANDA ANDREWS, CLINICAL ASST. PROF., SCHOOL OF INTEGRATED SCIENCES, SUSTAINABILITY, AND PUBLIC HEALTH, UIS



- At UIS since 2021
- Intermediate-level Organic Chemistry, including coordinating all labs
- Co-authored proposal resulting in \$400,000+ in new science instrumentation
- UIS' Chemical Hygiene Officer
- Service: School Exec Cmte, program assessment, recruiting open houses, summer orientation (for parents), faculty & admin search committees

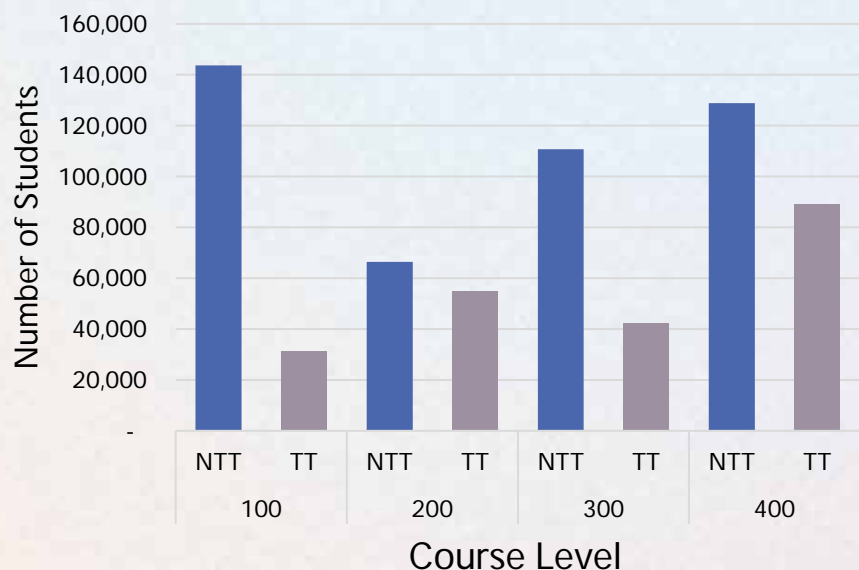
# SANTIAGO GUTIERREZ-NIBEYRO, CLINICAL PROF., DEPT. OF VETERINARY CLINICAL MEDICINE, UIUC

- At UIUC since 2009
- Research: External (9) and internal (1) grants, including 3-yr. \$475,000 USDA grant
- Teaching: Core courses (120-140 students each) and advanced electives (10-30 student)
- Clinical supervision: 8-10 students, 4 interns, and 2 equine surgery residents per rotation
- Clinical Activities: 70% appt. equine surgery & diagnostic imaging
- Committees: P&T, College Exec & Strategic Plan



# SIGNIFICANT IN NUMBER, MISSION CRITICAL IN IMPACT

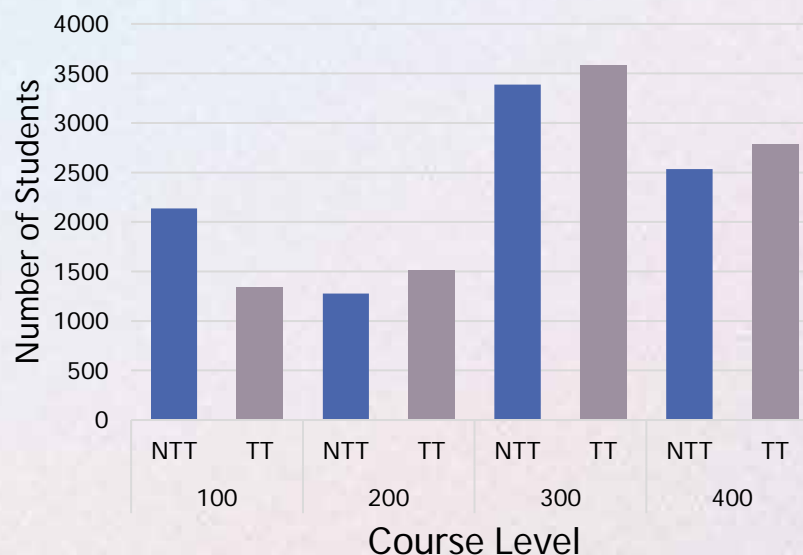
UIC: FY 2024\*



## UIC NTT:

- 43% of faculty
- 60% undergrad hours
- 80% of 100-level

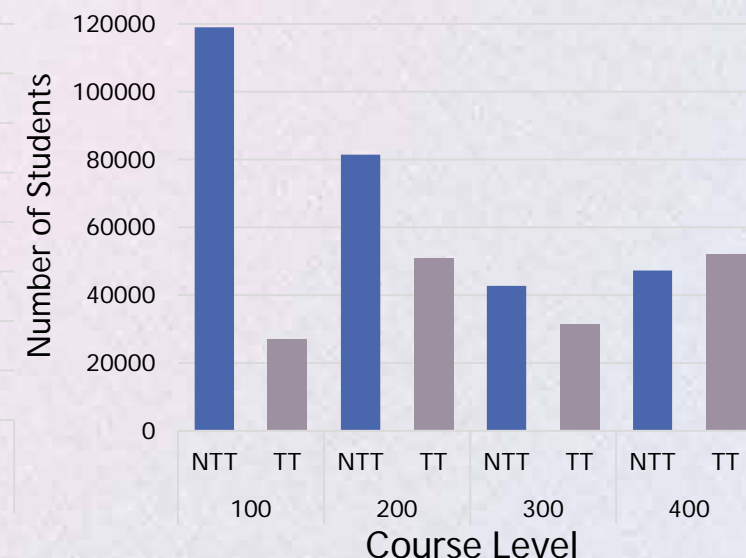
UIS: FY 2025\*



## UIS NTT:

- 50% of faculty
- 33% of faculty FTE
- 48% undergrad hours
- 61% of 100-level

UIUC: AY 2024-2025\*



## UIUC Specialized:

- 37% of faculty
- 49% undergrad hours
- 80% of 100-level

\* Scale of y-axis different in each chart



# CRITICAL IMPACT WITH EMPLOYMENT VULNERABILITIES

- *Statutes*: NTT not defined as faculty
  - “other academic staff”
  - Voting privileges must be granted by college/unit faculty
- Non-reappointment: no reason needed
  - Fear of saying “no”
- Short reappointment notification window
- Changes in work/teaching load
- Variable path to promotion



# U OF I SYSTEM NTT/SPECIALIZED FACULTY...



# QUESTIONS?

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