

**Committee on Non-Tenure-Track Faculty**

**Meeting Agenda**

Tuesday, May 2, 1-2:30pm

392 Lory Student Center

**Attendees:** Jenny Morse, Sue Doe, Steve Benoit, Natalie Barnes, Natalie Ooi, Steven Schaeffer, Joseph Diverdi, David Greene, Matt Camper, Patty Stutz-Tanenbaum, Leslie Stone-Roy, Tobin Magle

1. **Call to order**
2. **MINUTES APPROVED**
3. CoNTTF Meeting Minutes – April 18, 1017
4. **ACTION ITEMS / DISCUSSION**
5. Selection of Chair and Vice Chair for 2017-2018 academic year
6. The following nominations were approved: Chair: Jenny Morse, Vice Chair: Natalie Ooi
7. Member vacancies and new members on CoNTTF
   1. TT faculty members leaving: Sue Doe and David Greene. Jenny will seek suggestions for TTF members from Sue, David and Mary Stromberger.
   2. NTT faculty members leaving: Steven Schaeffer.
   3. Dan Baker, College of Engineering, Civil Engineering- candidate for CoNTTF to replace Steven. Jenny will invite Dan to join CoNTTF. Nomination process- sent out across a College to determine interest in CoNTTF.
8. Proposed meeting time fall 2017 is Tues. 1:30-3PM biweekly. Jenny will send out doodle poll.
9. Report on meeting with Standing Committee on Status of Women Faculty—Leslie and Natalie.
10. SCSWF sees the reaction from Faculty Council and CoFG regarding CoNTTF Faculty Manual proposed changes is “common” and seen in other contexts. The FC response has happened to individuals on SCSWF.
11. SCSWF commented that the department chair could influence faculty perspectives of NTTF proposal leading to fears regarding the budget and rolling contracts for NTTF. Some faculty may vote just to please a department head.
12. SCSWF is supportive of NTTF, and want to find ways to support.
13. CoNTTF could use Jen Krafcheck (NTTF on SCSWF) to serve as a liaison. However, Jen is cycling off of SCSWF and a new NTTF will be identified.
14. Jenny will request SCSWF to write a letter of support for NTTF action plan.
15. Report on meeting with Ag Sciences—Joseph
16. Joseph recorded detailed notes and shared with Jenny.
17. 1 NTTF, 30+ TTF
18. Faculty members recognized “unbalanced” nature of Don Estep’s CoFG email about NTTF proposals.
19. Ag Sciences is considering a departmental response to Don’s email.
20. There is mostly support of NTTF from Ag Science Dept.
21. Report on CSAL meeting
22. There was mention of the influence of unions to support NTTF perspective.
23. Dan Bush agreed to address budget changes to adjust for merit raises and salary exercises for NTTF
24. In some universities, the administration (e.g., president) propelled recognition of NTTF.
25. Some universities have policy manuals, which allow for NTTF policy statements vs. the CSU Faculty Manual, which has language imbedding all faculty, including NTTF.
26. A Coloradoan reporter attended the CSAL meeting, although not planning an article on NTTF at this point.
27. Talk with Debora Colbert with TILT who reported similar obstructions when proposing Grad Student Orientation.
28. Plans for summer/fall
29. CoNTTF has not been encouraged by Mary Stromberger and Dan Bush to respond via public university email to Don Estep’s NTTF email.
30. However, a CoNTTF response was published by AAUP and was disseminated at Faculty Council. The CoNTTF response will be posted to the NTTF website.
31. David recommended going through proper channels with Faculty Council Committees to make significant progress with NTTF Faculty Manual language. Consider drafting revised Faculty Manual language.
32. In fall 2017, Jenny will communicate w/ Don Estep (CFG) and Dan Turk (CoRSF) to learn feedback from faculty survey about NTTF proposals.
33. Send a Brief to chair of CoSSF regarding financial impact for NTTF merit raise and salary exercises
34. Work through College NTTF committees, grassroots efforts to support change. Advocate w/ TTF especially those on Faculty Council re. NTTF proposals.
35. Some TTF may have “trigger” with certain language e.g., “professor of practice” terminology.
36. Consider changing NTTF appointment type “professor”.
37. Academic freedom “guaranteed”, with titles STA and Special Appt. Look back at proposals and analyze “triggers”, what can we let go of and what are most critical points to address?
38. College of Business does not recognize current Fac Man. NTTF ranks.
39. Miscellaneous
40. Regarding Joseph’s documents clarifying appointment types and ranks.
    1. Do we want to expunge rank of “instructor” because of the immediate resistance received from FC? One limitation is the problem with new hire, should not start at Special Appointment level.
    2. See Penn State Table NTTF: starts at a rank down and end a rank earlier if no terminal degree.
    3. Every time contract renewed, every 2 years, review rank to determine eligibility for promotion.
    4. Outline how NTTF are eligible for promotion just as TTF.
    5. Some NTTF are satisfied being assistant professor, and not interested in promotion.
    6. In contrast, TTF must move beyond assistant professor to assoc. prof. in order to remain at CSU.
    7. Expectation with full time TTF to participate in all three aspects of faculty role: teaching, research, service. Workload can be adjusted with Dept. Head to focus load in 1 or 2 areas. How does this relate to NTTF?
41. Urge Tim Gallagher as future chair of FC to put pressure on the FC Committees to respond to CoNTTF FM proposal submitted Feb. 2017. There is an obstructionist attitude by these two FC committees. Jenny will communicate with Tim G.
42. Send NTTF appointment letters to Jenny for samples to share w/ Tim. There are two different types of NTTF contracts, see provost website for samples. One is open-ended letter w/ 3 year contract, another version includes exigencies (e.g., budgetary).
43. Consider CoNTTF visiting departments in their respective Colleges to answer questions and address concerns. Recommend attending dept. meetings in pairs. May use 3/2017 PowerPoint shown at FC to summarize CoNTTF action plan.
44. Adjourn