

**Committee on Non-Tenure-Track Faculty  
Meeting minutes**  
Tuesday, November 28, 2-3:30pm  
392 Lory Student Center

Attendees: Jenny Morse (College of Business), Chair, Natalie Ooi (College of Natural Resources), Matt Camper (College of Agricultural Sciences), Natalie Barnes (College of Liberal Arts), Dan Baker (College of Engineering), Tobin Magle (Libraries), Steven Benoit (College of Natural Sciences), Joseph DiVerdi (College of Natural Sciences, at-large), Patricia Stutz-Tanenbaum (College of Health and Human Sciences), and Mary Van Buren (College of Liberal Arts, TTF)

1. Minutes approved for October 17, 2017 and November 14, 2017.
2. CHAIR ANNOUNCEMENTS & UPDATES
3. CoFG invited Jenny to attend the 11/30 meeting
4. CoFG proposes multiple joint meetings with CoNTTF during the spring.
5. Jenny will send out a Doodle poll to identify times when CoNTTF members are available during typical week of spring semester.
6. Spring 2018 CoNTTF meetings: Jan. 16, 30, Feb. 13, 27, March 20, April 10, 24, May 1.
7. One hour meetings are proposed for the spring.
8. ACTION ITEMS / DISCUSSION
9. Report on CoRSAF meetings (Steven Benoit)
   1. The CoRSAF proposal will be ready soon for CoNTTF review.
   2. CoRSAF rehashed some of same issues and thought process as CoNTTF.
   3. It may be strategic to identify key faculty to speak out on NTTF to build faculty support and provide PR when proposal is finalized.
      1. Potential candidates may be Richard Eykohlt (Physics Dept., member of CoRSAF), Matt Hickey (Health Exercise Science Department, Chair CoTL), and Michael Dante (CLA).
   4. There was discussion about CoRSAF ideas regarding NTTF contract v. open ended appointment types.
      1. The open ended appointment refers to adjunct part-time who are in ongoing positions. There are no milestone markers for review.
      2. The contract (continuing) appointment type is for full-time faculty with a career path.
      3. There is opportunity for promotion: instructor, advanced instructor, master instructor. One sticking point is the terminal degree with a professor rank.
      4. CoRSAF discussed the grievance options for open ended and contract appointment types, Sec. K.
      5. CoRSAF meetings seem positive, they are listening and willing to engage with CoNTTF.
10. Debriefing 11/14 meeting with Don Estep, Chair CoFG
    1. “Take-aways”
    2. Dan/ CoFG- Perception of importance of faculty power v. administration, NTTF issues are secondary.
    3. Joseph- How can CoNTTF respect Don’s fight while affirming our own NTTF issues? CoNTTF cannot wait while people are hurting. Need to make “incremental” changes to help NTTF while not interfering with CoFG vision.
    4. Mary- Analogy of Bolivian company miners v. coop miners (contractors) at odds with each other v. the company, administration may see groups banding together as greater threat.
    5. Steve- Don does sees NTTF voting privileges as bigger threat than it really is. Surprised about Don’s perception of so many CoNTTF proposals in the past.
    6. Jenny- Don likely feels CoFG has addressed the same issues in the past CoNTTF proposals, may seem redundant. The best thing is that a conversation with Don even occurred (finally)! Don continues to communicate with new friendly style, he is thinking about NTTF as ally, with real people with real needs. There may be an incremental solution to voting rights with each CoNTTF member being a “voting member” of FC. CoFG controls who is elected to CoNTTF, so they influence the outcomes. CoNTTF could better represent NTTF than TTF, with greater awareness of issues.
    7. Matt- Don has issues with communication, he seems to value email communications as all CoFG meetings occur via email. Why didn’t communication with CoFG & CoNTTF occur 15 months ago? There is a long-game here, CoNTTF needs to look at it, there are little pieces are falling together. Don has given a lot of thought to NTTF issues.
    8. Patty-Don’s communication is off-putting whether by email or in person. There are triggers which elicit extreme responses (e.g., “administration”, lack of faculty commitment/ engagement- those that teach and go home).­ NTTF need to come to the table as equal partners with TTF and CoFG.
    9. Natalie O.- Look for alliances with CoFG and need to understand Don’s (CoFG’s) perspective. We need to become allies, NTTF with TTF at FC.
    10. Natalie B.- We need to be cautious with communication with administration. Don seems to have recently had an awakening, he sees us as allies and equals. He wants all people to be represented.
    11. Separating NTTF into two groups or having separate councils reduces influence and power, not a good idea.
11. Report from Steve Benoit on Faculty Council history
    1. Requested and analyzed CSU Institutional Review Report describing year by year, over the last 50 years, with faculty ranks and appointment types, and faculty governance representation.
    2. Steve created graphs/tables of the evolution of the composition of academic faculty and percentage of academic faculty participation in faculty governance. There is a pattern of decay of participation, initially it was close to 100% involvement and over time it has declined.

4) Adjourn

Minutes submitted by Patty Stutz-Tanenbaum