

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

**Meeting Agenda**

Tuesday, October 2, 1:30-3:00pm

380 Lory Student Center

**Attendees:** Jenny Morse, Patricia Stutz-Tanenbaum, Mary VanBuren, Christine Pawliuk, Pinar Omur-Ozbek (guest, future substitute from Civil and Environmental Engineering), Denise Apodaca, Leslie Stone-Roy, Natalie Ooi, and Suellen Melzer

1. **MINUTES TO BE APPROVED**

a) CoNTTF September 18, 2018 Meeting Minutes approved.

1. **CHAIR ANNOUNCEMENTS & UPDATES**
2. Minutes Oct 16 (in LSC392): Mary Van Buren
3. **ACTION ITEMS / DISCUSSION**
4. Review Motion to amend C. 2. 1. 9. 6 by CoFG
5. Jenny will make a friendly amendment at Faculty Council recommending not removing NTTF, in order to include Extension and Into faculty, which are not reflected in new appointment types (Contract, Continuing). Suggested wording “contract, continuing, adjunct and all other NTTF”, occurring three times in the amendment.
6. Regarding voting rights in departments, Don suggested encouraging NTTF involvement in their individual departments rather than CoNTTF making a statement.
7. Plan strategy for questions/concerns/discussion of CoRSAF’s motion to change E.13
8. The CoRSAF E.13 motion was postponed until November Faculty Council, which provides two additional CoNTTF meetings prior to the date for discussion and possible actions.
9. Executive Committee pulled E.13 from FC agenda, EX is not expected to have any changes. It is reported that EC wanted more time to review the motion and potential impact.
10. There is different positioning of Instructor rank in CoRSAF amendment than in CNS rank template. It is inconsistent to have different alignment of ranks. The CNS rank template is now widely distributed as a standard for departments to use for revising codes.
11. CoNTTF needs to decide where we stand about the E proposal, with 4 unbalanced promotional ranks.
12. NTTF salaries are generally lower, additional steps for rank promotion would address equity issues boosting NTTF with more rank options starting at the instructor level. The extra step effects new hires and current NTTF at instructor level, allowing additional rank step.
13. There may be lateral moves across appointment types (e.g., senior teaching to assistant professor), normalizing the shift across to professor track. There is potential when shifting to professor track for NTTF to get paid more.
14. The FC Manual will not include statements about the terminal degree because of varying degree requirements, (e.g., PhD, MFA) from one department to another. Some departments don’t offer the professor track to NTT faculty, even with terminal degrees.
15. We never thought there would be two separate equal paths, the intent was for lateral moves into professor tracks.
16. Pros and Cons to CoRSAF E.13
17. Pro- People at the bottom have most opportunity to move up and laterally.
18. Pro- Preserves the top, to build faculty support for higher ranking NTTF professors.
19. Pro- Promotion documents have to be written for rank now rather than tenure. There will need to be careful consideration at the outset of hiring to decide which rank category a new faculty will be hired, and potentially promoted.
20. Pro- Holds NTTF accountable to maintain similar standards for rank promotion as TT.
21. Con- E.13 is contrary to the CNS template which promotes equity across TT and NTTF. However, the promotion pathway is an accomplishment in and of itself.
22. Con- Concerns with promotion with no criteria. NTTF start at a lower step, instructor, than TT, they are a “step behind”.
23. CNS rank template separates progression laterally, it may keep NTTF to the instructor to master instructor column rather than shift to asst. prof. column.
24. There is a small group of NTTF who are professors. There is a large group of NTTF stuck at instructor level, we want more representation at the middle and top level in the future.
25. When NTTF have a change of responsibilities, regardless whether teaching or research, there is option to move to other column.
26. The 4 tier system will not address any potential financial benefit when progressing from instructor to senior and master instructor. Faculty Manual does not address financial issues, which rests with Central Administration.
27. Salary Equity Committee reviewed salaries and made recommendations. However, since NTTF ranks are not settled, it is not the right timing for SEC to provide input.
28. The traditional financial expectation for promotion in rank is a 5-10% salary increase.
29. There is a long term goal to make NTTF more like TT faculty, so more NTTF are hired as TT faculty, and decrease the contingency work force. The long term goal is to move everyone toward tenure, to improve work conditions for all faculty.
30. Each CoNTTF member has a vote on FC and can vote as preferred. Although, voting consistently across all of CoNTTF makes a stronger statement.
31. When revising Departmental Codes it is unclear what the rules are for describing new ranks. The CNS rank template for revising NTTF ranks was developed by both College of Natural Sciences and College of Liberal Arts, there is advantage since two colleges were involved.
32. How will President Tony Frank’s resignation affect CSU commitment to NTTF?

**4) Adjourn**