

**COLORADO STATE UNIVERSITY COMMITTEE ON NON TENURE TRACK
FACULTY**

Annual Report for September 2016 to June 2017

MEMBERSHIP 2016-2017

Agricultural Sciences	Matt Camper (began December 2016)
Health and Human Sciences	Patty Stutz-Tanenbaum
Business	Jenny Morse, Chair
Engineering	Steven Schaeffer
Liberal Arts	Natalie Barnes
Natural Resources	Natalie Ooi, Vice Chair (Sean Bryan sub Fall 2016)
Natural Sciences	Steve Benoit
Veterinary Medicine and Biomedical Sciences	Leslie Stone-Roy (began October 2016)
Libraries	Tobin Magle (began December 2016)
Tenured Faculty	Sue Doe
Tenured Faculty	David Greene
At-large member	Joseph DiVerdi

I. Meetings

The Committee on Non Tenure Track Faculty met 19 times during the 2016-2017 academic year. All 19 meetings focused on moving forward with our proposals and recommendations to improve the circumstances of NTTF at CSU.

08/29/16	Recap of last year's unfinished business and response to proposal
9/13/16	Discussed proposal progress
9/27/16	Discussion of how NTTF are included in the budget with Dan Bush (Vice Provost), Louann Reid (Department Chair, English Department), Steve Shulman (Economics Department), and Simon Tavener (Associate Dean of Academics, College Natural Sciences, Mathematics Department)
10/11/16	Discussion of proposal next steps
10/25/16	Discussion of proposal next steps
11/8/16	Discussion of proposal next steps
11/29/16	Discussion of proposal next steps, Mary Ontiveros presentation of Inclusive Campus Policy
12/12/16	Discussion of proposal next steps
1/17/17	Discussion of proposal next steps
1/24/17	Discussion of proposal next steps
1/31/17	Discussion of proposal next steps
2/7/17	Discussion of proposal next steps
2/14/17	Discussion of proposal next steps
2/21/17	Discussion of proposal next steps
2/28/17	Discussion of proposal next steps
3/21/17	Discussion of proposal next steps

4/4/17 Discussion of proposal next steps
4/18/17 Discussion of proposal next steps
5/2/17 Discussion of proposal next steps

II. Additional Meetings and Presentations Prepared by CoNTTF members

9/2/17 Chair met with Dan Bush and Jen Aberle about proposal
9/23/17 Chair met with Dan Bush and Mary Stromberger about proposal and timeline
9/27/17 Presentation of Central Tenets to Executive Committee
10/4/17 Presentation of Central Tenets to Faculty Council
10/19/17 Presentation of Central Tenets to Council of Deans
10/24/17 Presentation of Central Tenets at Campus Equity Week
10/25/17 All University Forum on proposal
11/7/17 All University Forum on proposal
11/7/17 Non Tenure Track Faculty Reception remarks
2/15/17 Presentation of Action Plan to Council of Deans
2/20/17 Presentation of Action Plan to CoTL
2/21/17 Discussion of proposed revisions to the manual with CoRSAF
2/27/17 Chair met with Dan Bush and Mary Stromberger about proposal and timeline
2/28/17 Presentation of Action Plan to Executive Committee
3/7/17 Presentation of Action Plan to Faculty Council
4/5/17 Presentation of Action Plan to School of Education
4/14/17 Chair met with Dan Bush, Mary Stromberger, and Sue Doe about proposal
4/19/17 Natalie Barnes and Leslie Stone-Roy met with Standing Committee on the Status of Women Faculty about proposal and partnering
4/24/17 Joseph DiVerdi met with Bioagricultural Sciences and Pest Management Dept, College of Agricultural Sciences, about proposal
4/27/17 Presentation of Action Plan at Center for the Study of Academic Labor panel

III. Proposal Documents and Committee Process

Summer 2016

Re-envisioning Faculty Appointments

Led to Fall Charge to committee to solicit input from stakeholders, present materials to stakeholders, and draft revisions to the manual in accordance with the proposal

Fall 2016

Central Tenets

A document establishing values of proposal which was widely distributed for feedback and support. Generally, response to this document was positive and the committee was encouraged to proceed.

Spring 2017

Action Plan

A 5pg document clarifying the changes to appointment types proposed, recommending further cultural and institutional changes beyond the scope of the manual, and providing a conversion plan for current faculty.

Draft proposed manual revisions to Section C

Sent to the Committee on Faculty Governance on February 12, 2017. No response or communication of any kind has been received from that committee. A questionnaire was sent out by CoFG to all faculty about our proposal but without

any discussion with our committee. Our committee has been unable to proceed with discussion or revisions to Section C as a result.

Draft proposed manual revisions to Section E

Sent to the Committee on Responsibilities and Standing of Academic Faculty on February 14, 2017. Other than one meeting with the committee on February 21, no further response or communication has been received from that committee. Our committee has been unable to proceed with discussion or revisions to Section E as a result.

IV. Other Committee Business

Leadership and Committee Composition

- Jenny Morse served as Chair for 2016-17 and has been reelected for 2017-2018.
- Natalie Ooi served as Vice Chair for 2016-2017 and has been reelected for 2017-2018.
- Four new committee members joined in fall 2016 – Steve Benoit (Natural Sciences), Leslie Stone-Roy (Veterinary Medicine), Matt Camper (Agricultural Sciences), Tobin Magle (Libraries).
- Sue Doe will be leaving the committee to serve as Faculty Council Vice Chair, and David Greene rotated off the committee this year. Two new tenured faculty members are being solicited to join us for 2017-2020.

Business

The committee has identified several areas for ongoing investigation and work alongside the proposal that we will continue to try to move through Faculty Council next year.

- Create a record of grievances & issues brought to the CoNTTF and their outcomes
- Encourage Special and Senior Teaching Faculty voting representatives on all remaining Faculty Council Standing Committees:
 - Committee on Faculty Governance
 - Committee on Libraries
 - Committee on Responsibilities and Standing of Academic Faculty
 - Committee on Scholarship, Research, & Graduate Education
 - Committee on University Programs
 - University Curriculum Committee
- Identify and report on voting rights for non tenure track faculty in departments and colleges
- Review contract language for compliance with HB1144 and protection of academic freedom
- Ask for an audit of the budget, particularly to investigate how NTTF are being paid
- Request that Institutional Research publish a report on NTTF salaries, titles, years at CSU, percent FTE, and other relevant information
- Review of Faculty appointments for appropriate classification, particularly for those in non student hourly or AP positions
- Audit department and college codes for compliance with the manual, review actual practices in departments for compliance with the manual
- Strengthen representation of Special and Senior Teaching Faculty on Faculty Council