

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

Annual Report for August 2018 to May 2019

MEMBERSHIP 2018-2019

Agricultural Sciences	Sue Ellen Melzer
Health and Human Sciences	Patty Stutz-Tanenbaum/Leann Kaiser/Ashley Harvey
Business	Jenny Morse, Chair
Engineering	Dan Baker
Liberal Arts	Denise Apodaca
Natural Resources	Natalie Ooi
Natural Sciences	Steve Benoit, Vice Chair
Veterinary Medicine and Biomedical Sciences	Leslie Stone-Roy
Libraries	Tobin Magle/Christine Pawliuk
Tenured Faculty	Mary Van Buren
Tenured Faculty	--
At-large member	Joseph DiVerdi

I. Meetings

The Committee on Non-Tenure Track Faculty (CoNTTF) met 16 times during the 2018-2019 academic year. All 16 meetings focused on moving forward with our proposals and recommendations to improve the circumstances of non-tenure track faculty (NTTF) at CSU.

Additionally, all non-tenure track members of CoNTTF are now voting members of Faculty Council and on top of serving on CoNTTF must also attend the monthly Faculty Council meetings, which were held 8 times during 2018-2019.

08/21/18	Reviewed committee policies and documents from The Institute of Teaching and Learning (TILT) on Teaching Effectiveness, and discussed plans for the year
9/4/18	More discussion of committee policies and plans for the year
9/18/18	Reviewed E12 Service from Committee on Responsibilities and Standing of Academic Faculty (CoRSAF), proposed changes to section C of the Faculty Manual from Committee on Faculty Governance (CoFG), College of Natural Sciences (CNS) proposed policy changes, HR policies, and discussed website
10/2/18	Reviewed proposed changes to C. 2. 1. 9. 6 from CoFG, proposed changes to E13 from CoRSAF, worked on tasks for the year
10/16/18	Worked on website, concerns with Extension faculty, concerns with INTO faculty, concerns with contract language
10/30/18	Reviewed proposed changes to E11 and E13 from CoRSAF
11/13/18	Reviewed E11, discussed concerns about Extension, INTO, and College of Business Instructional Coordinators, worked on collecting data from Institutional Research and revising contracts, discussed website

- 11/27/18 Discussed NTTF Reception, worked on Institutional Research (IR) data and website plans
- 1/22/19 Planned report to FC for Feb 5, worked on letters to American Association of University Professors (AAUP) and Faculty Council (FC) about contracts
- 2/5/19 Worked on report to FC for that day's meeting
- 2/19/19 Discussed guests invited to meetings, announcement about salaries in Boulder, IR data, website, contracts
- 3/5/19 Marie Legare from CoRSAF attended to discuss their agenda items including E12.1, E2.1.4.g, and others
- 3/26/19 Dan Bush attended meeting to discuss how Faculty Manual changes were being implemented; Ashley Stokes of Extension attended to discuss conversion to faculty
- 4/9/19 Discussed website, next year's officers, INTO; Dan Stephen attended to ask about petition
- 4/23/19 Dan Stephen attended to discuss petition; INTO ongoing concern, website
- 5/7/19 Elected next year's officers; Dan Stephen attended to discuss petition; Ben Withers attended to discuss how changes are rolling out in CLA

II. Additional Meetings and Presentations Prepared by CoNTTF members

- 8/27/18 Chair met Provost, Vice Provost, and Faculty Council chair about Fall Forum
- 9/6/18 Chair presented at the Fall Forum
- 9/7/18 Chair met with Tim Gallagher
- 9/18/18 Chair met with Dan Bush
- 9/27/18 Chair met with Joseph DiVerdi
- 10/8/18 Chair met with Tim Gallagher and Marie Legare, Chair of CoRSAF
- 10/31/18 Chair met with a concerned NTTF about her appointment
- 11/26/18 NTTF Reception
- 1/4/19 Chair attended President's Council on Culture
- 1/7/19 Dan Baker met with Laura Jensen and Ana Silva of Institutional Research
- 1/17/19 Leslie Stone-Roy met with temporary BMS committee to discuss and establish NTTF criteria for placement and promotion
- 2/4/19 Chair met with Tim Gallagher
- 2/7/19 Dan Baker met with Mechanical Engineering NTTF and department head to help plan Mechanical Engineering departmental code changes
- 2/15/19 Steve Benoit met with Electrical and Computer Engineering Department
- 2/21/19 Chair met with Sue James, Co-chair of PCC
- 2/26/19 Dan Baker met with Civil and Mechanical Engineering NTTF and department head to help plan Civil and Mechanical Engineering departmental code changes
- 2/27/19 Steve Benoit met with Sue Doe and the Languages, Literatures, and Cultures department to discuss the code changes
- 2/28/19 Leslie Stone-Roy met with temporary BMS committee to discuss and establish NTTF criteria for placement and promotion
- 3/5/19 Chair met with Joseph DiVerdi
- 3/8/19 Chair attended President's Council on Culture
- 3/12/19 Chair met with Tim Gallagher
- 3/12/19 Chair met with Executive Committee

3/12/19	Leslie Stone-Roy gave presentation at BMS Faculty Forum about proposed NTTF promotion guidelines
3/15/19	Chair met with Denise Apodaca
3/15/19	Chair met with Richard Eykholt
3/25/19	Chair met with Matt Hickey
4/1/19	Chair attended President's Council on Culture
4/4/19	Leslie Stone-Roy met with temporary BMS committee to finalize proposed BMS NTTF criteria for placement and promotion
4/8/19	Chair met with ASCSU President
4/10/19	Chair attended President's Council on Culture
4/15/19	Chair met with Tim Gallagher
4/23/19	Chair, Leann Kaiser, and Christine Apodaca met with CSU IT group about website
4/23/19	Chair met with President, Dean Withers, Dean Walker, Tim Gallagher, Rick Miranda, Dan Bush, Richard Eykholt, and General Counsel
4/26/19	Chair attended meeting with New Faculty Majority leader, Maria Maisto
4/29/19	Chair attended President's Council on Culture
4/29/19	Chair met with graduate student about representation
5/10/19	Chair participated in NTTF Listening Session
5/13/19	Chair accompanied delivery of petition
5/22/19	Chair attended President's Council on Culture

III. Proposal Documents and Committee Process

Fall 2018	Fall Forum Presentation Summarized process, defined terminology, identified tasks to be completed at the department and college levels.
Spring 2019	Letter to AAUP and CSU leadership requesting revisions to Contract language

IV. Other Committee Business

Leadership and Committee Composition

- Jenny Morse served as Chair for 2018-19 and has been reelected for 2019-2020.
- Steve Benoit served as Vice Chair for 2018-2019 and has been reelected for 2018-2019.
- A Website Manager will be elected (and the position created in the committee procedures) in the fall.
- Steve Benoit, CNS; Christine Pawliuk, Libraries; Natalie Ooi, Warner College; and Leslie Stone-Roy, CVMBS have all been re-elected to CoNTTF with terms ending spring 2022.
- Ashley Harvey will be the CHHS nominee put forward in the fall.
- Committee has connected with ASCSU and expects to have an undergraduate participating regularly next year.
- **Need to identify** a tenure-line faculty to replace CW Miller and a graduate student.
- **Anticipate** needing to replace Mary van Buren who will be on sabbatical next year with her CoNTTF term ending Spring 2020.

Business

Reporting: For the upcoming 2019-2020 Academic Year, CoNTTF primarily expects to provide reports on how departments and college are accommodating changes to the manual regarding NTTF and to work with Institutional Research to prepare data-driven reports on what the state of NTTF looks like as the changes settle.

Identifying NTTF: Recent data indicates a discrepancy between the number of NTTF reported in Institutional Research (775) and IPEDS (1162). CoNTTF will continue to look into this difference to better understand where NTTF are working, how they are (or aren't) being represented in Faculty Governance, and where we can offer better support.

Website: We plan to update our website in order to build a better location for finding information relevant to and about NTTF as well as working to connect more NTTF with faculty governance other support mechanisms.

Pay: We also plan to capitalize on momentum around efforts for better pay to drive not only better base pay but efforts to reduce salary compression and increase salary equity.

Further areas for work include

- Creating a record of grievances & issues brought to the CoNTTF and their outcomes
- Encouraging NTTF 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
- Identifying and report on voting rights for NTTF in departments and colleges
- Ask for an audit of the budget, particularly to investigate how NTTF are being paid