

COLORADO STATE UNIVERSITY COMMITTEE ON NON-TENURE TRACK FACULTY

Annual Report for August 2019 to May 2020

MEMBERSHIP 2019-2020

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

I. Meetings

The Committee on Non-Tenure Track Faculty (CoNTTF) met 16 times during the 2019-2020 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.

Since all non-tenure track members of CoNTTF are now voting members of Faculty Council, our 9 college reps attended the 8 Faculty Council meetings during 2019-2020.

08/27/19	Reviewed challenges and requests from the summer and made plans for fall, including continuing to develop the website with Christine and Natalie leading
9/10/19	Discussed communication with administration, plans for Campus Equity Week, and challenges INTO faces with NTTF and shared governance
9/24/19	Discussed Extension, communication with central administration, website, Campus Equity Week plans, and voting rights. Reaffirmed CoNTTF's policies and procedures
10/8/19	Confirmed Campus Equity Week plans, Mary Stromberger attended to discuss changes to the Graduate School Bulletin; Alex Bernasek attended to discuss the recommendations made by the NTTF Task Force and the responses from administration
11/5/19	Reviews CoRSAF's proposed changes to E.12, discussed crafting motions to change C.2.1.3.1, discussed concerns with professional development and Affiliate Faculty, discussed the proposal to get administrative funding for the CoNTTF Chair
11/19/19	Discussed proposed revisions to C.2.1.3.1 and E.2.1.3, discussed creating an award for an administrator who supports NTTF, discussed Affiliate Faculty, discussed the proposal to get administrative funding for the CoNTTF Chair

12/3/19 Website ready to go live, administrator award drafted
1/21/20 Discussed various events and issues across colleges, discussed data that could be collected from Institutional Research
2/4/20 Discussed section E motions under review by CoRSAF, explored queries for Institutional Research data, reviewed materials from NTTF Task Force and the Professional development email notice from Dan Bush, Vice Provost
2/18/20 Prepared to meet with NTTF Task Force at the next meeting, prepared for Adriana Kezar's talk, reviewed motions to sections C and E and the proposal to fund the CoNTTF Chair, reviewed administrator award
3/10/20 Members of the NTTF Task Force attended to discuss their recommendations and lingering challenges and concerns
3/24/20 Unofficial meeting of CoNTTF members to touch base during CoVID-19 crisis
4/7/20 Discussed invitation to add NTTF member to Retirement Plan committee, debriefed on meeting with CoFG and next steps, discussed writing a statement on equity and CoVID-19, reviewed UCC item on Faculty Council agenda
4/21/20 Worked on a statement on equity and CoVID-19, reviewed graphics Dan Baker created with Institutional Research data
5/5/20 Website is live, discussed Faculty Council agenda items, finalized leadership for 2020-2021, reviewed more outstanding graphics from Dan Baker
5/21/20 Emergency meeting to discuss contract situation

II. Additional Meetings and Presentations Prepared by CoNTTF members

6/12/19 Chair spoke with Sue James, President's Council on Culture
6/26/19 Chair discussed an NTTF's retirement benefits
7/10/19 Chair met with Alex Bernasek, Associate Dean in CLA
7/12/19 Chair connected with NTTF in the College of Business
7/12/19 Chair met with Richard Eykholt, UGO
7/14 /19 Chair spoke with multiple NTTF in the College of Business
7/17/19 Chair met with Samantha Ye, reporter for the Collegian
7/22/19 CoNTTF met with COB NTTF
7/24/19 Chair met with Dan Bush, Vice Provost
7/24/19 Chair met with Tim Gallagher, Faculty Council Chair
7/24/19 Chair discussed with multiple NTTF in the College of Business
7/30/19 Chair met with Dan Bush, Vice Provost
7/31/19 Chair spoke with Sue James, President's Council on Culture
7/31/19 Chair discussed promotions with NTTF in CLA
8/15/19 Chair met with Alex Bernasek, Associate Dean in CLA
8/15/19 Chair worked with CLA and IT support on NTTF lists and listserv
8/20/20 Vice Chair attended orientation for new NTTF
9/19/19 Chair spoke with Ashley Stokes of CSU Extension
9/24/19 Chair met with Joseph DiVerdi on NTTF Task Force
10/8/19 Christine Pawliuk and Natalie Ooi met with Happy Bennet about the website
10/11/19 Chair met with CoNTTF new member, Jamie Neilson
10/22/19 CoNTTF held a Listening Session
10/29/19 CoNTTF members attended NTTF Task Force Listening Session
11/8/19 CoNTTF members attended NTTF Task Force Listening Session

11/20/19 Christine Pawliuk met with Happy Bennet about the website
 11/22/19 CoNTTF members attended NTTF Task Force Listening Session
 12/3/19 Chair met with Tim Gallagher, Faculty Council Chair
 1/14/20 Denise Apodaca presented *Using the individual development plan for non-tenure track faculty* for the Professional Development Institute
 1/15/20 Denise Apodaca presented *Campus equity concerns of non-tenure track faculty* for the Professional Development Institute
 2/20/20 Denise Apodaca presented *A day in the life of non-tenure track faculty* for the Graduate School Professional Development series
 3/31/20 CoNTTF members met with CoFG
 4/6/20 CoNTTF members attended Adriana Kezar's presentation
 4/17/20 Responded to CoFG post-meeting with revised motions to section C
 6/1/20 CoNTTF members attended the open meeting on the oval
 6/3/20 Chair met with Faculty Council leadership
 6/8/20 Chair met with President McConnell, Provost Miranda, and Faculty Council leadership

III. Proposal Documents and Committee Process

Proposed revisions on C.2.1.3.1 sent to Faculty Council Chair on 12/1

Discussed with CoFG on 3/31

Responded to CoFG post-meeting with revised motions on 4/17

Made statement on FC agenda item related to section C on 5/5, anticipating discussion or vote on section C proposals at first Faculty Council meeting Fall 2020

Proposed revisions to E.2.1.3 and E.2.1.4 sent to Faculty Council Chair on 12/1

Revisions received from CoRSAF on 1/30

Revisions sent to CoRSAF on 2/7

Withdrawn after discussion with CoRSAF and Executive Committee on 2/19

Proposed revision to K.3.1.g drafted

Proposal to provide central funding to CoNTTF Chair sent 12/1

Discussed proposal with Faculty Council chair on 12/3

Sent proposal to Provost on 12/6

Acceptance of proposal's basic idea and agreement of funding through 2023 confirmed from Vice Provost on 2/5

Proposal to create an Administrator Award sent to Faculty Council Chair on 3/7

Statement on Concerns of Non-Tenure Track Faculty during CoVID-19 sent to central administration on 4/24

Email to NTTF to identify Contract appointment faculty affected by Board of Governors decision not to renew any contracts sent 5/23

Letter to Executive Committee on Board of Governors decision not to renew any contracts sent 5/26

IV. Other Committee Business

Leadership and Committee Composition

- Jenny Morse served as Chair for 2019-20 and has been reelected for 2020-2021.

- Steve Benoit served as Vice-Chair for 2019-2020 and has been reelected for 2020-2021.
- Christine Pawliuk has volunteered to serve as Webmaster for Spring 2020.
- Jamie Neilson, CNS, was elected to serve as a tenure-track member of our committee.
- Dan Baker will be rotating off the committee. A new representative from COE has already been identified.
- The committee continues to reach out to ASCSU, inviting an undergraduate and graduate student to participate.

Business

Reporting: For the upcoming 2020-2021 Academic Year, CoNTTF expects to continue advocating for Contract appointments, identifying challenges NTTF face especially in light of the CoVID-19 circumstances and overwhelming uncertainty, and work with Institutional Research to prepare data-driven reports on the state of NTTF at CSU.

Identifying NTTF: INTO faculty continue to be an outlier in Institutional Research and shared governance, as do Affiliate Faculty, APs who have teaching responsibilities, and any Extension employees who are converted to faculty. We will continue to communicate with and advocate for these groups as well as tracking numbers of Contract faculty and faculty who are kept or moved below 50% in the Adjunct category.

Advocacy: We have received reports of Contract appointments not being renewed as well as faculty being moved below 50% to be kept on in the Adjunct category. We must identify these problem areas and continue communicating with Faculty Council leadership and central administration to improve the circumstances of NTTF by following the manual in spirit and rule, rather than allowing people in power to circumvent the rules to the detriment of the faculty who serve the mission of the university.

Pay: Salary compression is a serious concern for our new Senior and Master Instructor ranks. As the base pay is raised over the next few years, those who earned the new rank earlier may fall behind. For example, a more experienced faculty member (6+ years of experience) making \$45,000 in 2019 earned a promotion and 10% salary increase to then make \$49,500 in 2020. A less-experienced faculty (5 years of experience) making \$45,000 in 2019, benefits from the base-pay increase of 2020 to make \$48,000. If this less-experienced faculty member also earns a promotion and 10% salary increase in 2021, this person now will be making \$56,100 or \$6,600 more than their more-experienced colleague. Therefore, it will be essential to set a band for Senior and Master Instructor rank pay and to have it reviewed each year as the base pay is increased to ensure that those with more years of service at any given rank are compensated appropriately.

Further areas for work include

- Working with CoFG on the Section C proposals that were sent to them in December 2019 and again in April 2020
- Working with Faculty Council leadership and the Provost's Office to create the Administrator Award proposed in March 2020
- Facilitating the annual NTTF Reception, which did not occur this year as we transitioned to a new president
- Creating a record of grievances & issues brought to the CoNTTF and their outcomes
- Encouraging NTTF voting representatives on all remaining Faculty Council Standing

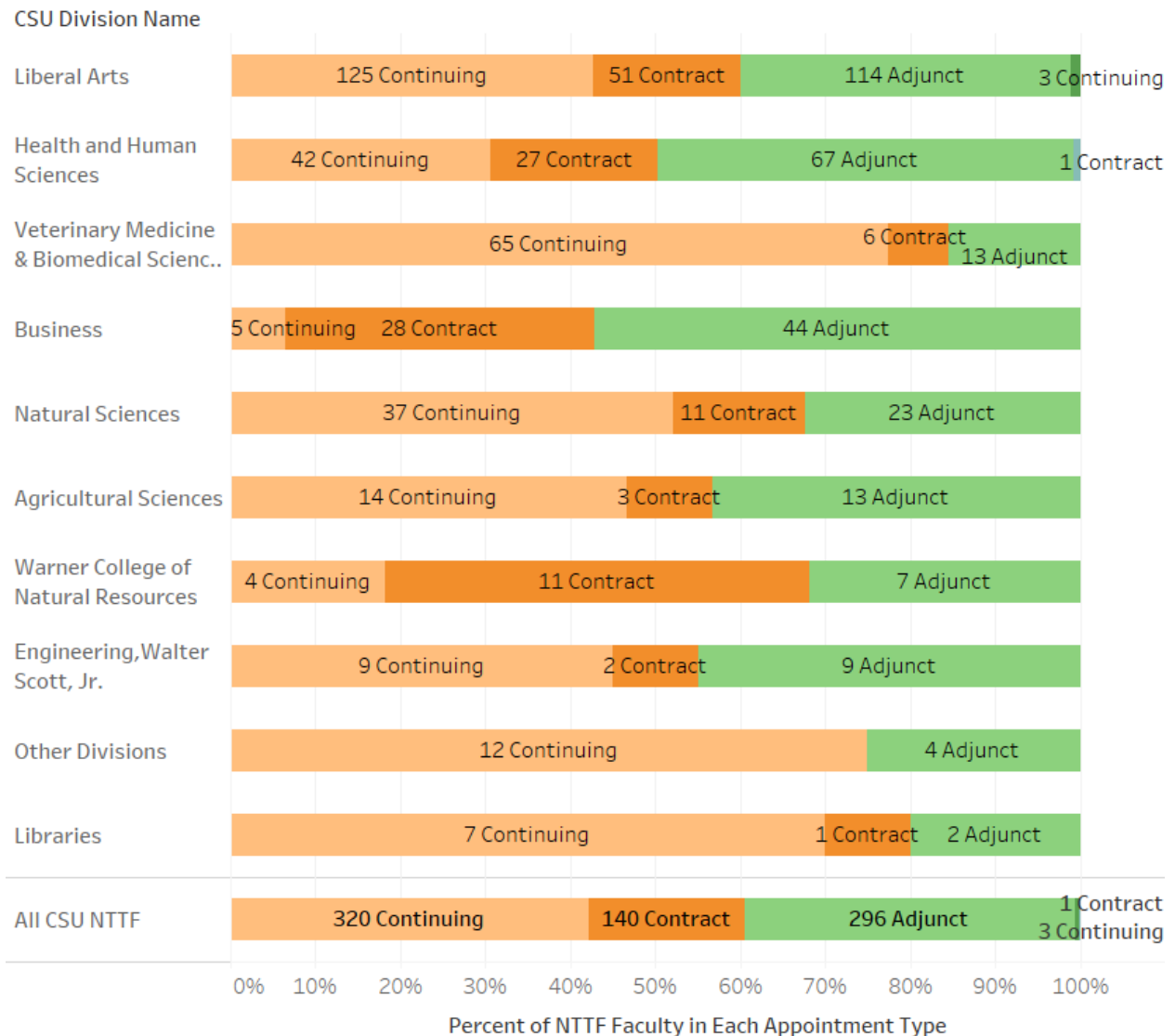
Committees:

- 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

V. Graphic Representations of data from Institutional Research

Dan Baker worked with Institutional Research to capture data from Fall 2019 in order to create a more concrete picture of the current circumstances of non-tenure track faculty at CSU. Below are the graphics he created to represent that data.

Distribution of Appointment Types for CSU NTTF Faculty - Fall 2020 Data



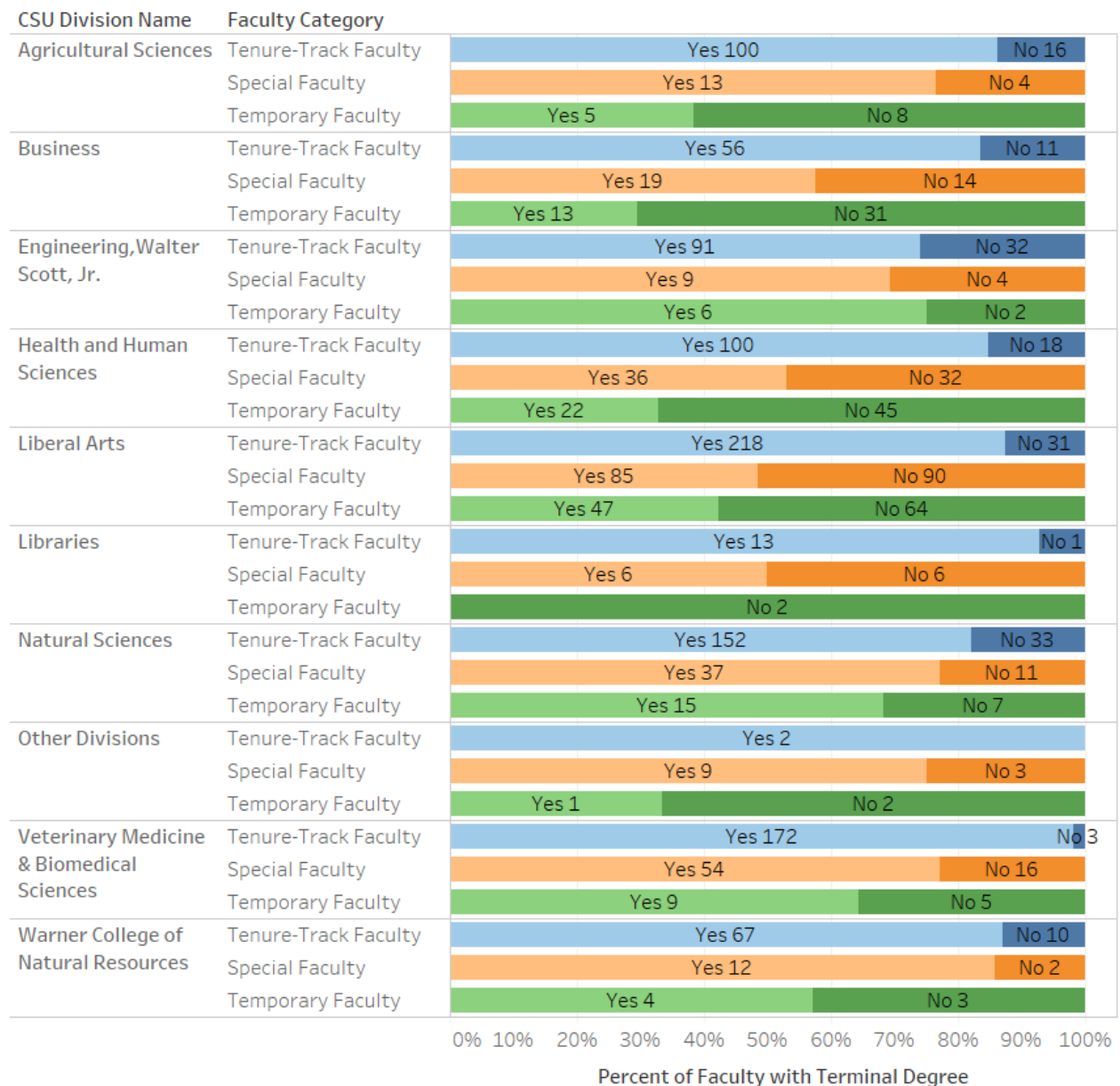
% of Total Count of Faculty Appointment Type for each CSU Division Name. Color shows details about Faculty Category and Faculty Appointment Type. The marks are labeled by count of Faculty Appointment Type and Faculty Appointment Type. The view is filtered on Faculty Category and Faculty Appointment Type. The Faculty Category filter keeps Special Faculty and Temporary Faculty. The Faculty Appointment Type filter keeps Adjunct, Continuing and Contract.

Average Student Credit Hours per Faculty Member - 2019-2020 Academic Year

CSU Division Name	Gender	Faculty Category			Average Across Cate..
		Tenure-Track Faculty	Special Faculty	Temporary Faculty	
Business	Female	445	1,138	167	665
	Male	537	1,145	427	668
Natural Sciences	Female	242	1,391	118	561
	Male	305	1,241	1,014	469
Liberal Arts	Female	222	553	194	363
	Male	280	707	108	357
Other Divisions	Female	57	326	93	249
	Male		691	45	562
Health and Human Sciences	Female	258	628	176	348
	Male	284	554	201	332
Warner College of Natural Resources	Female	260	787	238	358
	Male	212	830	70	302
Engineering, Walter Scott, Jr.	Female	167	576		233
	Male	296	1,063	152	341
Agricultural Sciences	Female	243	455	93	251
	Male	262	523	79	283
Veterinary Medicine & Biomedical Sciences	Female	186	171	231	181
	Male	236	214	27	221
Libraries	Female	10	5		7
	Male				
University Average		269	665	186	361

Faculty Category (color) and average of Pfy Total Sch (size) broken down by Faculty Category vs. CSU Division Name and Gender.

Number of Faculty with Terminal Degrees - Fall 2020 Data



% of Total Count of Faculty with Terminal Degree for each Faculty Category broken down by CSU Division Name. Color shows details about Faculty with Terminal Degree and Faculty Category. The marks are labeled by count of Faculty with Terminal Degree and Faculty with Terminal Degree. The view is filtered on Faculty with Terminal Degree, which keeps No and Yes.

Projected 9-Month Salary by Category & Gender - Fall 2020



Median Take Home 9 mo. Salary for each Gender broken down by CSU Division Name and Faculty Category. Color shows details about Faculty Category and Gender. The view is filtered on Faculty Category, which keeps Special Faculty and Tenure-Track Faculty.

Total Student Credit Hours Taught - 2019-2020 Academic Year

CSU Division Name	Faculty Category			Division Total
	Tenure-Track Faculty	Special Faculty	Temporary Faculty	
Liberal Arts	59,034	104,317	13,232	176,583
Natural Sciences	49,636	60,686	5,778	116,100
Health and Human Sciences	28,611	38,227	9,900	76,738
Business	29,939	31,979	4,087	66,004
Veterinary Medicine & Biomedical Sciences	35,975	10,778	420	47,173
Engineering, Walter Scott, Jr.	32,860	10,803	1,067	44,730
Agricultural Sciences	27,429	7,963	874	36,265
Warner College of Natural Resources	16,022	12,193	449	28,664
Other Divisions	113	5,043	138	5,294
Libraries	10	10		20

Faculty Category (color) and sum of Pfy Total Sch (size) broken down by Faculty Category vs. CSU Division Name.

Histogram of 'Special' NTTF FTE (Fall 2019 Data)

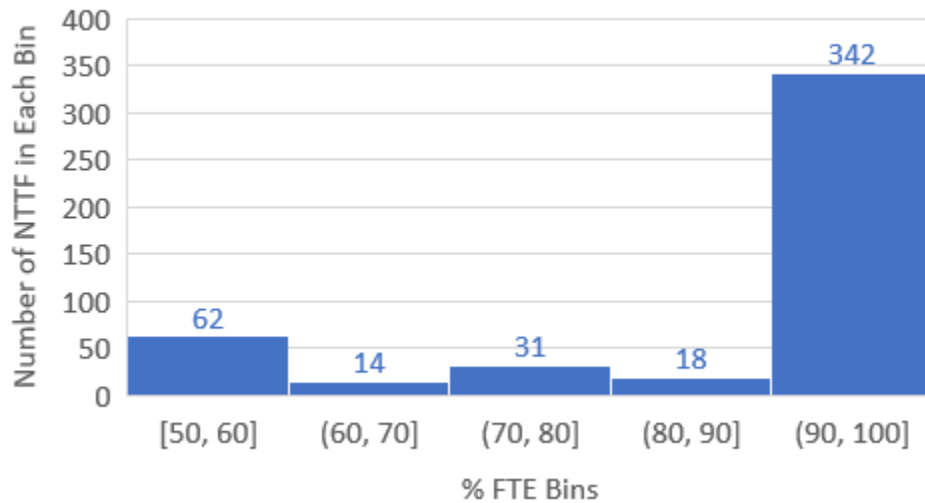


Figure description: According to Fall 2019 Institutional Research data, all NTTF with a contract or continuing appointment had >50% FTE with 73.2% (342/467) having >90% FTE appointments.