



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

Tuesday, October 20, 1:30-3:00pm
Zoom

Attendees:

Leslie Stone-Roy, Jenny Morse, Steve Benoit, James Neilson, Christine Pawliuk, Leann Kaiser, Pinar Omur-Ozbek, Natalie Ooi, Megan Hollis, Joseph DiVerdi, Denise Apodaca

1) MINUTES TO BE APPROVED

- a) CoNTTF Meeting Minutes – October 6th, 2020
 - i) Leslie Stone-Roy to be added to the minutes from Oct 6th
 - ii) Leann moved to approve. Christine seconded. Approved.

2) CHAIR ANNOUNCEMENTS & UPDATES

- a) Meeting Minutes: Natalie Ooi Nov 3: Christine Pawliuk

3) ACTION ITEMS / DISCUSSION

- a) Revised Section C motions
 - Response to CoFG regarding whether we should be addressing the special committee standing of CoNTTF now, if we are moving to get more NTTF to be eligible for election onto Faculty Council
 - Jenny Morse responded to Steve Reising stating that there is unlikely to be a large number of NTTF being elected to FC immediately and so to pre-emptively take away the ability of CoNTTF members to sit on FC does not seem to make sense (and will likely reduce our current representation)
 - We realize that next steps need to happen, but first, we need to allow the possibility of NTTF being able to be elected to FC, and then methodically go from there
 - What is it that FC are worried about in terms of increasing NTTF representation?
 - There are fears that tenure will mean less and NTTF can run and take over FC and because we don't have tenure, the idea is that we can be manipulated by administration
 - Jenny is wanting someone on CoNTTF to identify how many seats are available on FC for 2021, then we can provide an estimate of how many NTTF may be elected for Fall 2021 to fill a seat (based on the number of NTTF that are in those departments and colleges)
 - Leann identified that there are 36 FC members with terms expiring in 2021 (out of 132 voting members). 3 of those expiring are CoNTTF members (including Jenny). If these expiring seats are broken down by college:
 - Ag: 2
 - Business: 2
 - Engineering: 2
 - Health/Human Sciences: 2
 - Liberal Arts: 4
 - Natural Resources: 5
 - Vet/BioMed: 2

- 19 elected in total that are of concern
- In terms of how many of these open seats would go to NTF:
 - 0 or 1 from NR, 0 from HHS, maybe 2 from LA, 0 from business, 0 from engineering, 1 from Ag, 1 at most from Vet/BioMed – 5 at the maximum
 - +9 CoNTF votes. That would bring total NTF representation to 16
 - All of the rest are ex officio voting members
- Then, based on how many NTF are elected to FC for 2021, we can perhaps provide a better estimate for FC as to how many NTF may become members and then, this would identify whether we need to take away the special standing committee status from CoNTF moving forward
- Joseph re-emphasized the importance of representation on FC as a basis but wanted clarification - are we saying that there has to be an exact proportion of NTF representation based on total % of NTF, or is it matter of open representation where however many NTF get voted in, get voted in? Discussion was had about whether it was okay if at the end of the day, more FC seats are filled by NTF than represents their % of their faculty body (CoNTF seems to think it is). Would NTF be okay then, if it went the other way (less NTF are represented than currently is the case) if that was how each department and colleges voted? CoNTF agreed that at the moment, we want to keep CoNTF representation as is on FC until we have a better sense of how many NTF would/could be elected to FC in the coming years.
- Jenny proposed that her communication to Steve will state that we think the best thing is for these two amended proposals to Section C go forward and then CoNTF and CoFG will talk each year to evaluate how many new NTF are being brought onto FC and mutually decide at what point it makes sense for CoNTF to just become a regular standing committee and bring this to Faculty Council for discussion.
- Revision of Section C Part 1 – CoNTF went over these revisions and the rationale. Discussion was had about leaving out adjuncts in the counting of faculty representation and proportion. There are difficulties regarding the practicalities of counting adjunct faculty, but in regards to equity, is it fair for us to not count them (are we effectively saying they do not matter)? The adjuncts not being counted are likely mostly – first year employees at CSU (who will eventually get counted if they become more permanent), and permanent adjuncts who may teach a class here or there. Is that okay?
- CoNTF vote for Section C Part 1 – final motion to be sent forward to CoFG – unanimous vote
- Revision of Section C Part 2 – Contract and continuing has been added to be eligible to serve on FC. Discussion was had regarding adding in some of the rationale from Part 1 (on how contract and continuing faculty are faculty and therefore should be represented on FC) into Part 2, in addition to the rationale that was there regarding NTF vulnerability to administrative pressure
- CoNTF vote for Section C Part 2 – final motion to be sent forward to CoFG - unanimous
- On a separate note - Denise had a question from the group - the NTF taskforce that is being developed by the Provost's Office, what is the difference between CoNTF and that task force?
 - They have a larger platform than what we do and a different relationship with the President and Provost Office
 - They are an alternate tool for doing the same kinds of things we do – we can see them as complimentary to what we do

- Joseph DiVerdi is on the committee
 - Discussion was had on the make up of the committee – why some people were not invited to sit on it vs. others. Considerations discussed include having representatives from every college, power dynamics, different perspectives, etc.
- b) Name change? CoCCAF
- The Taskforce has renamed itself as CCAF – contract, continuing and adjunct faculty. Sue James asked CoNTTF if we would like to get on board with this change and change our name to this (Committee on Contract, Continuing and Adjunct Faculty).
 - Discussion was had that if the change was fast, if it helps to increase collegiality, etc. then some of the committee are okay with it.
 - The original choice to be called the non-tenured track faculty committee was a deliberate point to highlight how we have been ‘left out’ of so many aspects of faculty right, privileges, responsibilities, etc. On the other hand, the administration’s reasons to change the name are for more inclusive reasons – to take out the negative. However, is this truly representative of the reality? We are still having to work so hard to just get representation on FC.
 - There are the practical reasons to remain as CoNTTF – website, social media, email, lists etc. We just started building community based around that terminology and it would be damaging for us to change the name now. We have just changed appointments from special to contract and continuing – does it add weakness and disruption to our community?
 - Denise asked the question – do we want a distinction between the CCAF Taskforce and CoNTTF? If we want the distinction, we should keep the names different. Or, do we want to be seen as more in the same vein (so we should adopt the CCAF name).
 - (1) Leslie brought up the fact that there is a difference and distinction between the two – CoNTTF is made up primarily of NTTF. CCAF Task Force has very little NTTF representation
 - While we can see why the new taskforce thinks this name change is a good idea, can we ask for time to consider this name change?
 - James asked about a student perspective and whether having the ‘non’ in your title as an instructor affects the respect they have? Discussion was had regarding the fact that students don’t typically care. They do not know or ask about what ‘track’ professors are on. They care about having a good instructor in front of them.
 - At this point, it was decided that CoNTTF is wanting to stick with our current name but we are open for discussion moving forward.
- c) CCAF Task Force recommendations, nominees
- i) The taskforce sent out an email explaining who they are and how they were put together.
 - ii) If you read it carefully, many of the things on their to-do list, are the things we have identified (e.g. accountability, promotion questions, etc.) They are going to do the think-tank stuff on those areas and hopefully means we will get resolution on these items
 - iii) This is good as things like accountability or out of our ability to address (as this cannot be addressed by manual changes)
 - iv) They are asking for nominations – tenured and non-tenured. If there is anyone you think will be good to sit on it, we should try and nominate them.

3) Adjourn at 2.56pm

C.2.1.9.3 Membership and Organization *(last revised December 6, 2018)*

The membership of each standing committee is specified to fit the functions of that committee. Faculty membership on specialized standing committees shall be limited to full-time, part-time, and transitional tenure track and tenured faculty members, as well as contract and continuing faculty members who do not hold an administrative appointment of more than half-time (0.5) at the level of assistant/associate dean or above. Faculty membership on regular standing committees shall be limited to full-time, part-time, and transitional tenure track and tenured faculty members who do not hold an administrative appointment of more than half-time (0.5) at the level of assistant/associate dean or above. The Chair of the Committee on Non-Tenure-Track Faculty (or designee on the CoNTTF), administrators, administrative professionals, classified staff, undergraduate student members representing the Associated Students of Colorado State University (ASCSU), and graduate student members representing the University Graduate Student Council shall be authorized for membership on specified standing committees. A member of a standing committee who becomes ineligible shall cease to hold this position.