

Non-Tenure Faculty Information Session

How far have we come?
How far have we to go?

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Aspirations from 2016 Proposal

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26 Oct 2021

- Secure and Protected Appointments with Policy Oversight and Enforcement
 - Consistent implementation of career path in Hiring, Evaluation, Promotion and Retention
- Funding
 - A budget commitment to salaries of teaching faculty; a central budget commitment ... of these appointments
- Ethical and Legal Hiring
 - Hiring practices approved and monitored by Office of Equal Opportunity (OEO)
 - Clear and fair processes for evaluation and promotion
- Full Support and Provision of Resources
 - ... materials required to fulfill and exceed job responsibilities: technology access and training; consistent and sufficient office space; professional development opportunities and funding
- Full Voting Rights at All Levels
 - Shared governance; eligible to vote for faculty representatives and relevant department matters
- Evaluation and Notification
 - Inclusion of all faculty in annual and promotional evaluation
 - Transparent evaluation in conduct and which materials are utilized and outcomes
 - Timely notification when evaluations take place and the outcomes
- Due Process and Grievance
 - Centralized, systematic and consistent due process superseding individual departments and colleges
 - Protect academic freedom encourage fair and ethical hiring; eliminate problem of non-renewal

HB-1144: Authorizing Higher Education Multi-Year Contracts For Non-Tenure Track Faculty

**Rep. Randy Fischer/Senator Bob Bacon
2012 Colorado Legislature**

What the Bill Would Do:

- Amends Section 24-19-104 of state statute to enable, but not mandate, institutions of higher education to offer multi-year contracts to non-tenure track faculty members;
- Allows contracts to be terminated without penalty due to financial exigencies or if the institution lacks the cash reserves to satisfy the terms of the contract;
- Preserves the prohibition against post-employment compensation for public employees.

Some Recent Changes

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≡ Journey of the NTTF ≡

PAST

Job Compensation

NTTF have no options to take any form of sabbatical (legally or institutionally).

Job Security

NTTF appointment types are defined in "catch-all" ways, which allowed for security fluctuation.

Shared Governance

Some departments allowed NTTF to vote while others did not include them in their codes.

Promotions

Only a few colleges promoted NTTF (CHHS and Veterinary). | STA appointment type served in place of a promotion for some colleges (CLA).



PRESENT

Job Compensation

Higher salary floors. | Sabbaticals are still illegal for NTTF, but CSU now allows them "professional development leave."

Job Security

NTTF appointment types are defined according to hiring situation, making it more secure.

Shared Governance

All departments are required to give NTTF voting rights

Promotions

Two new promotion ranks added. | NTTF have access to promotional systems. | STAs eliminated.



Issues to be resolved

FUTURE

Job Compensation

NTTF are still demanding a higher base salary. | Issues of salary compression remain.



Shared Governance

NTTF voting rights are not to the level of TTF.

Promotions

CSU is still working out how promotion processes will work. | How do you properly evaluate someone's teaching?



Recently Added Appointment Types

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The New NTTF Appointment Types

Adjunct	Continuing	Contract
<i>This captures various forms of temporary and partial employment, such as teaching under 50% FTE or only for one year.</i>	<i>Employment is "at will," meaning the NTTF is offered new course loads through regular offer letters instead a multiyear contract.</i>	<i>NTTF with a contract of at least two years. Faculty can count on having a job for the duration of the contract.</i>
<i>If they have been employed full-time or part-time for more than two semesters, they can no longer be on this appointment type.</i>	<i>If they do this for 10 semesters, they can request a contract.</i>	<i>If they aren't offered a new multi-year contract at the end, they become Continuing.</i>

Appointment Types

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≡ Fill an Appointment Type ≡



Non-tenure Track Faculty

expected to do teaching or research (generally teaching)



Adjunct

Captures various forms of **temporary and partial** employment.
For example
- Under 50% FTE
- Only teaching for one year
- Employed on an occasional basis

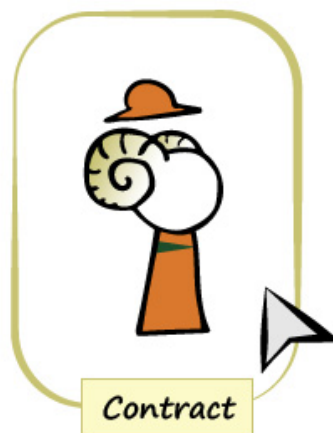
Cannot still be on this type for a over a year at full-time or 50% FTE



Continuing

Employment is **"at will"** meaning the NTTF is offered new course loads through offer letters instead of multiyear contracts. This system is beneficial for college hiring flexibility.

After 10 semesters, they can request a contract and, if granted, move to the Contract appointment type.



Contract



Faculty must be on a multiyear contract

Have **job stability** for the duration of the contract.

- Up to five years for research
- Up to three years for teaching (length regulations set by state)

If they aren't offered a new multiyear contract once one ends, they become a Continuing type.



Tenure Track Faculty

expected to do both teaching and research



Tenure Track

Applies to faculty who are on track to apply for tenure.

Six-year time limit for acquisition of tenure. The faculty generally applies for tenure after their fifth year, the same time as their first promotion submission.

If they do not receive tenure, they are asked to leave.



Tenured



Faculty must have gotten tenure

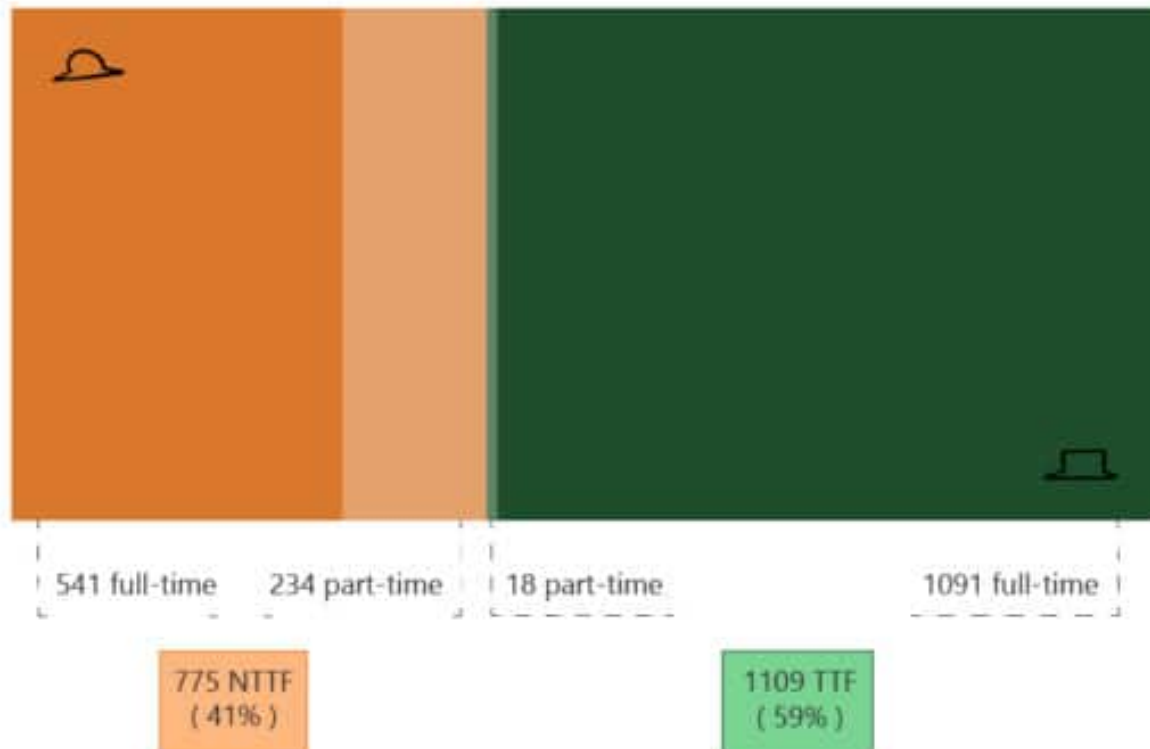
Have **job stability** until they choose to retire.

Definitions from CSU
Faculty Manual
The Rocky Mountain Collegian
Samantha Ye

Recent Distribution

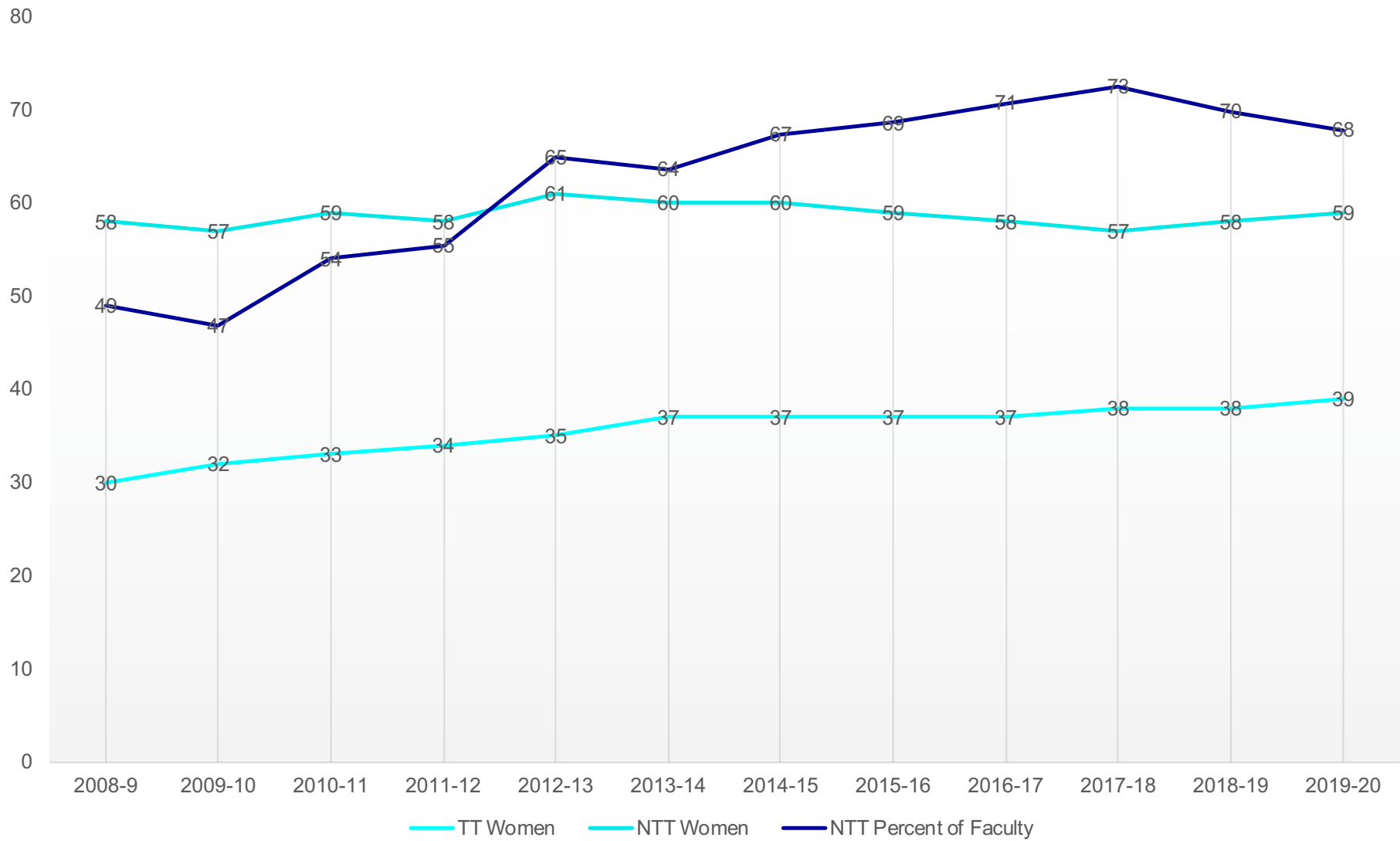
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CSU Faculty (2018-2019) Faculty data: Fall 2018 | CSU Factbook, Jenny Morse
The Rocky Mountain College | Samantha W



Women and NTT at CSU

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Sources of Faculty Funding - 2020

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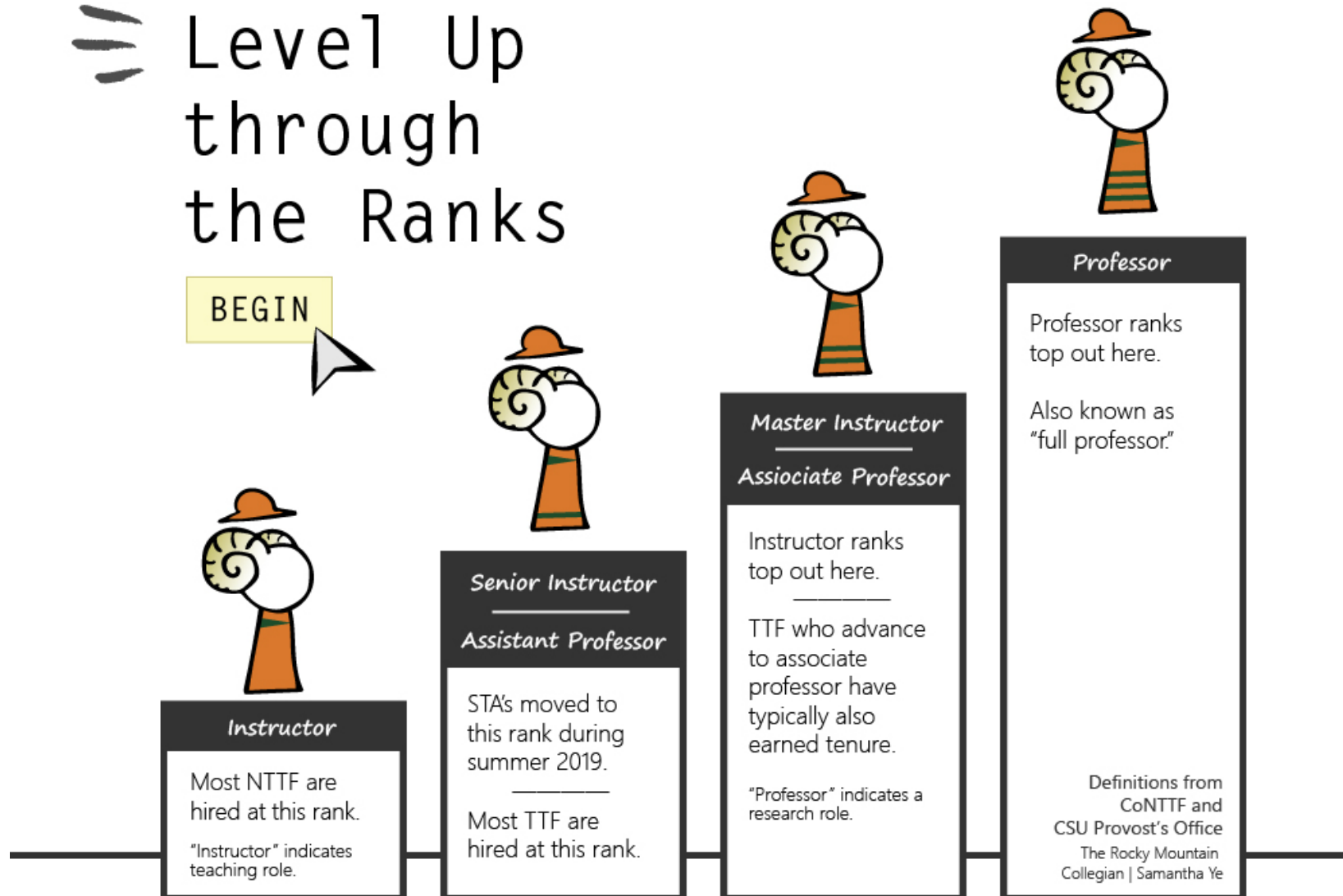
Full Time Equivalents	pre-tenure	tenured	non-tenure	total
education & general	212.7	663.5	414.7	1290.9
sponsored programs	13.9	56.5	22.9	93.3
division continuing education	0.0	0.0	72.5	72.5
professional veterinary medicine	12.6	70.3	37.7	120.6
professional vet medicine self funded	4.5	19.7	17.7	41.9
experiment station	8.6	30.0	0.0	38.6
other	11.6	49.2	0.0	60.8
total	263.9	889.2	565.5	1718.6

Comparisons – Ranks and Tracks

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≡ Level Up
through
the Ranks

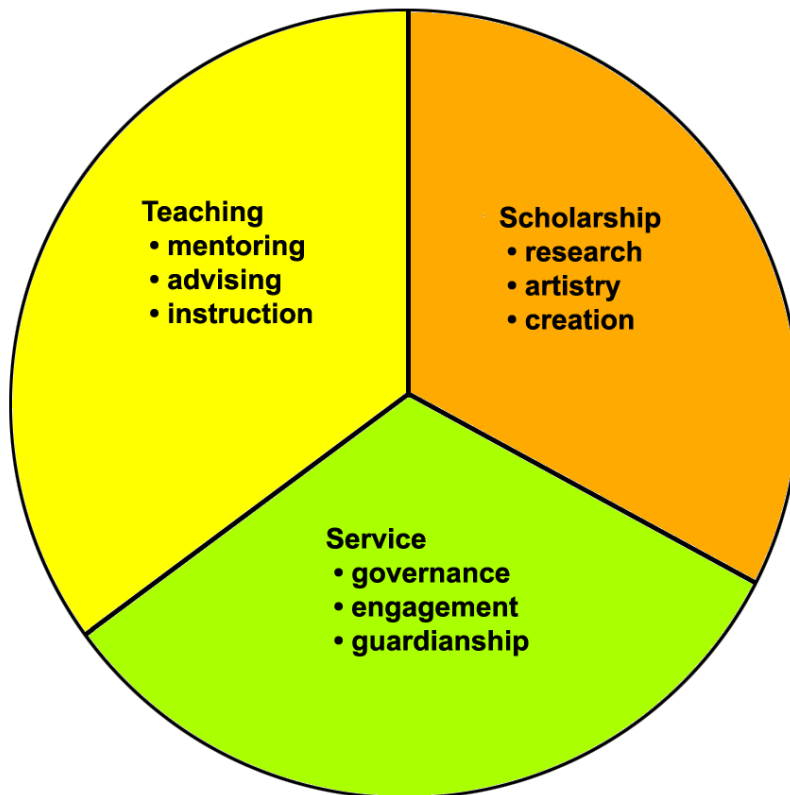
BEGIN



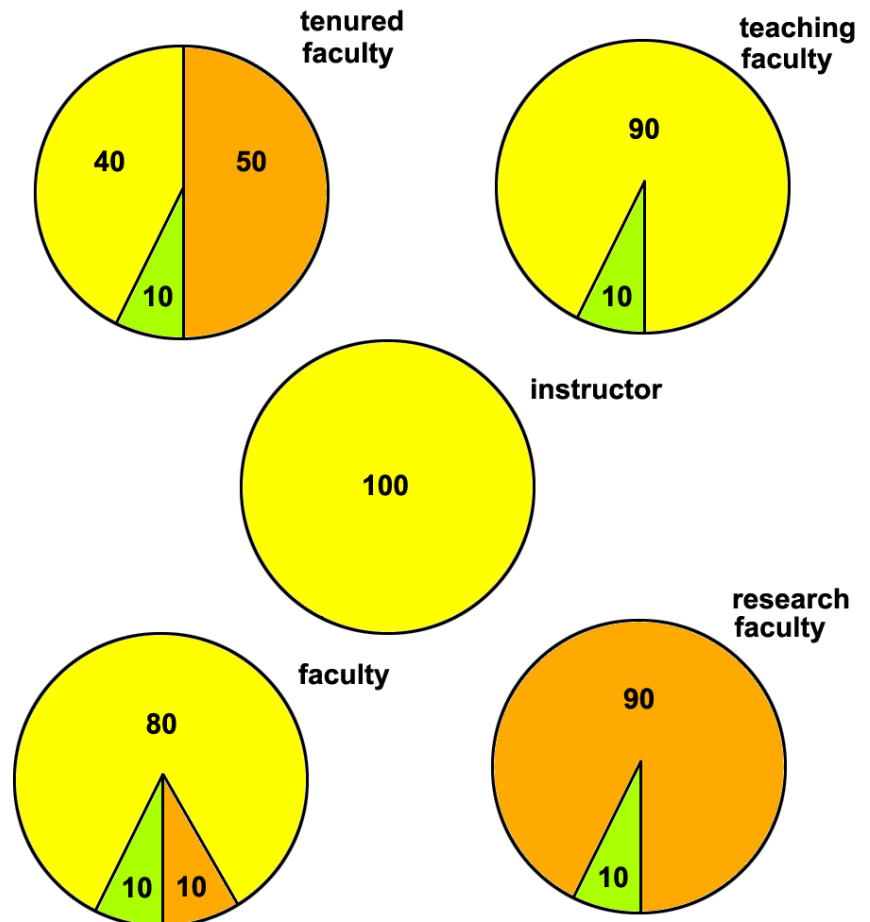
Faculty Effort Distribution - Examples

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Faculty Activities



Extension enters into all segments without friction



Compensation - Base Salaries

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Salary floors for NTTF with terminal degrees *



** bar graph is zoomed in to top for illustration purposes

Salary Data: CSU Provost's Office
Fort Collins Income: U.S. Census Bureau

\$60,110: Fort Collins median
household income (2018)

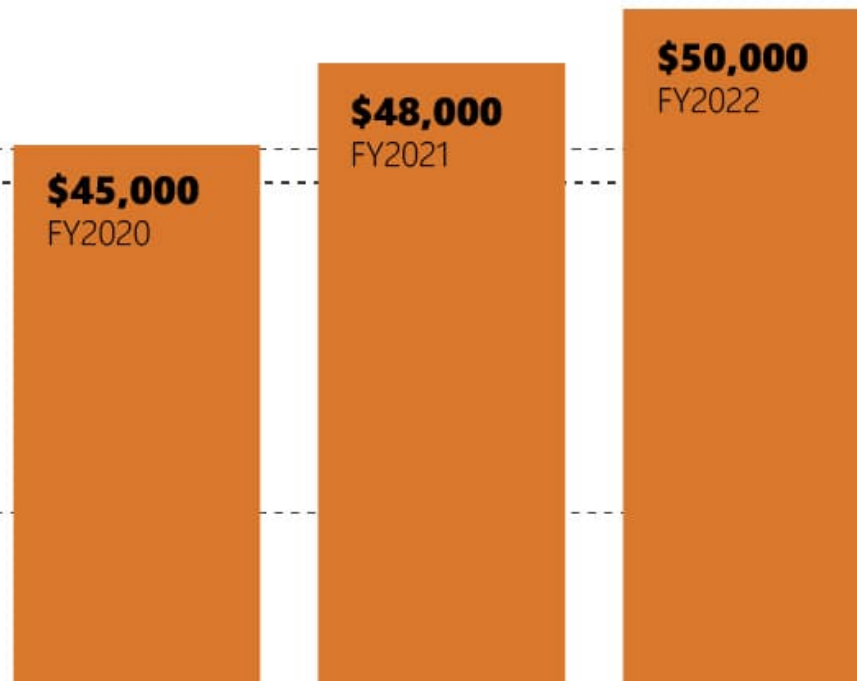
\$52,000: Base salary for all NTTF
at University of Colorado Boulder
(instituted Feb. 2019)

\$45,000: Masters degree; more
than three years at CSU (FY2019)

\$43,500: Masters degree; less
than three years at CSU (FY2019)

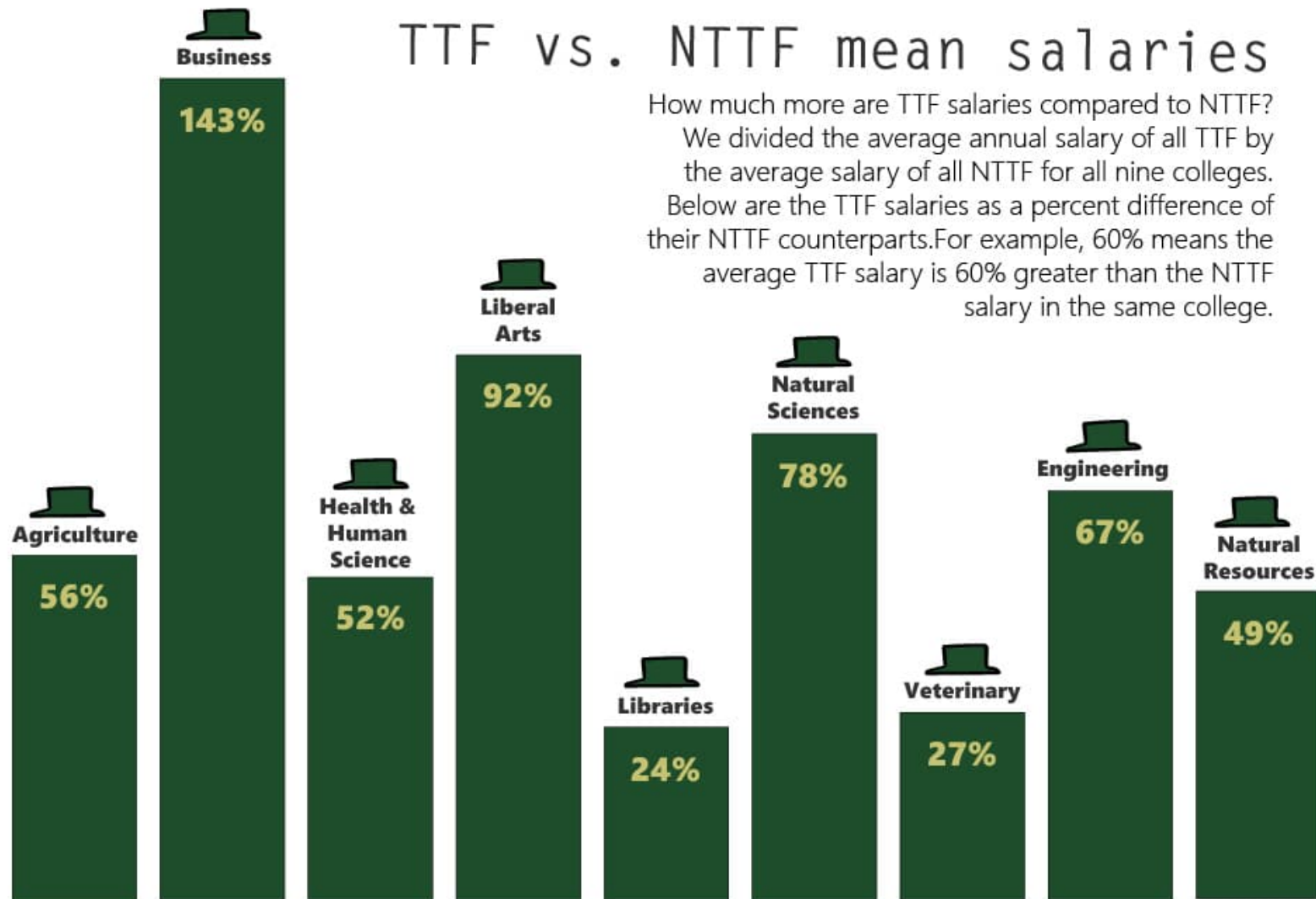
\$31,686: Fort Collins per capita
annual income (2018)

* the highest degree typically earned in a given field
The Rocky Mountain Collegian | Samantha Ye



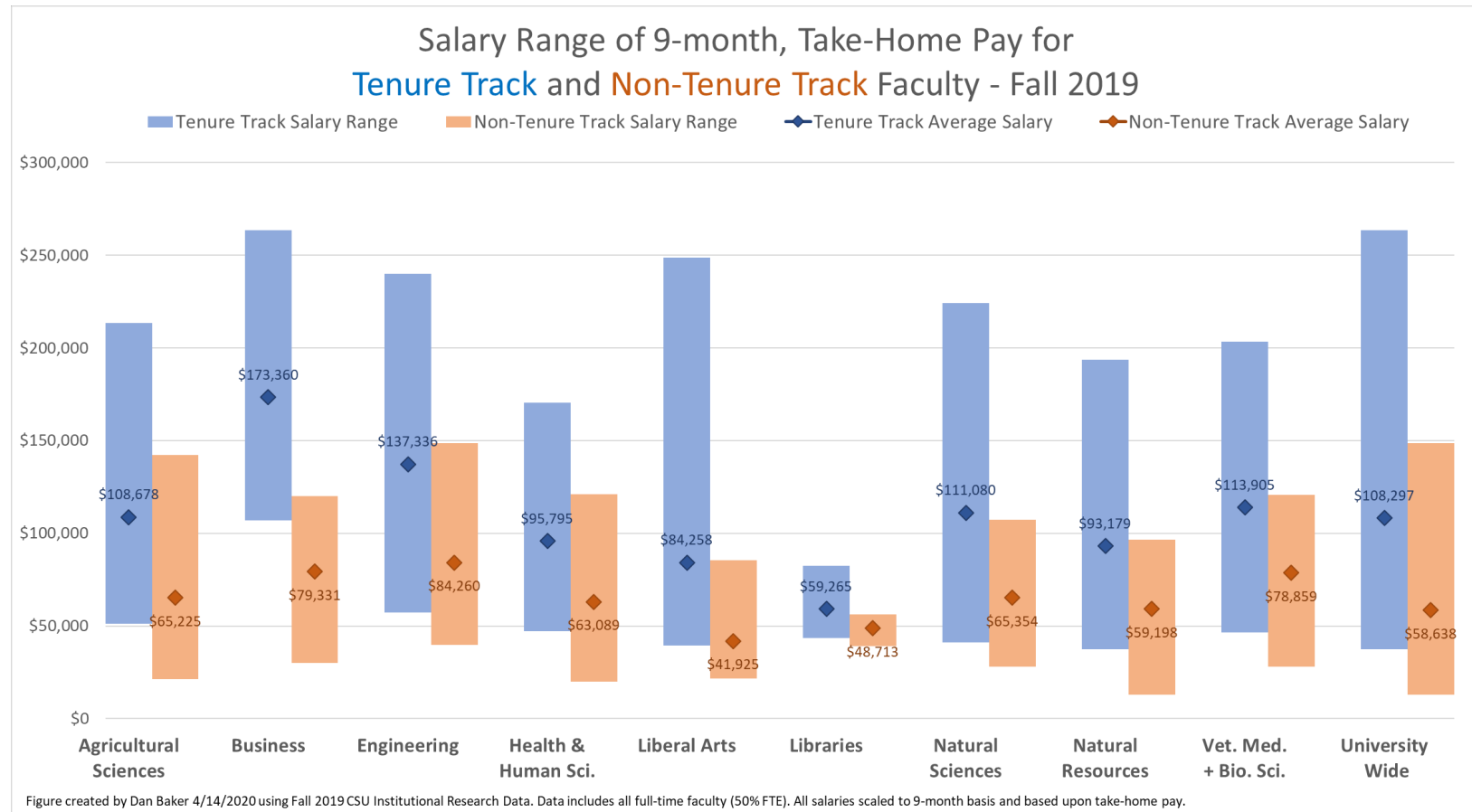
Compensation Comparisons

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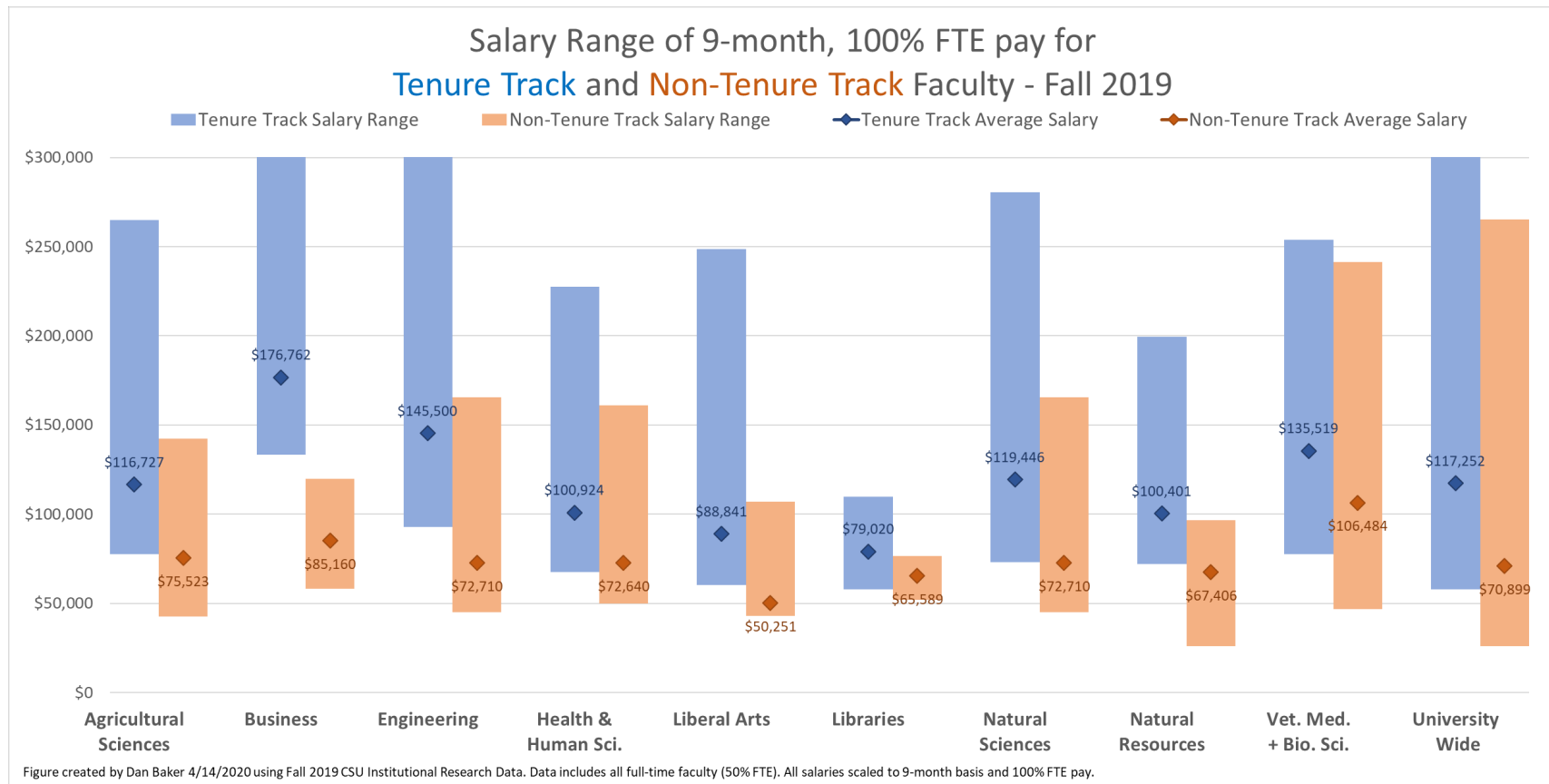
Take-Home Pay

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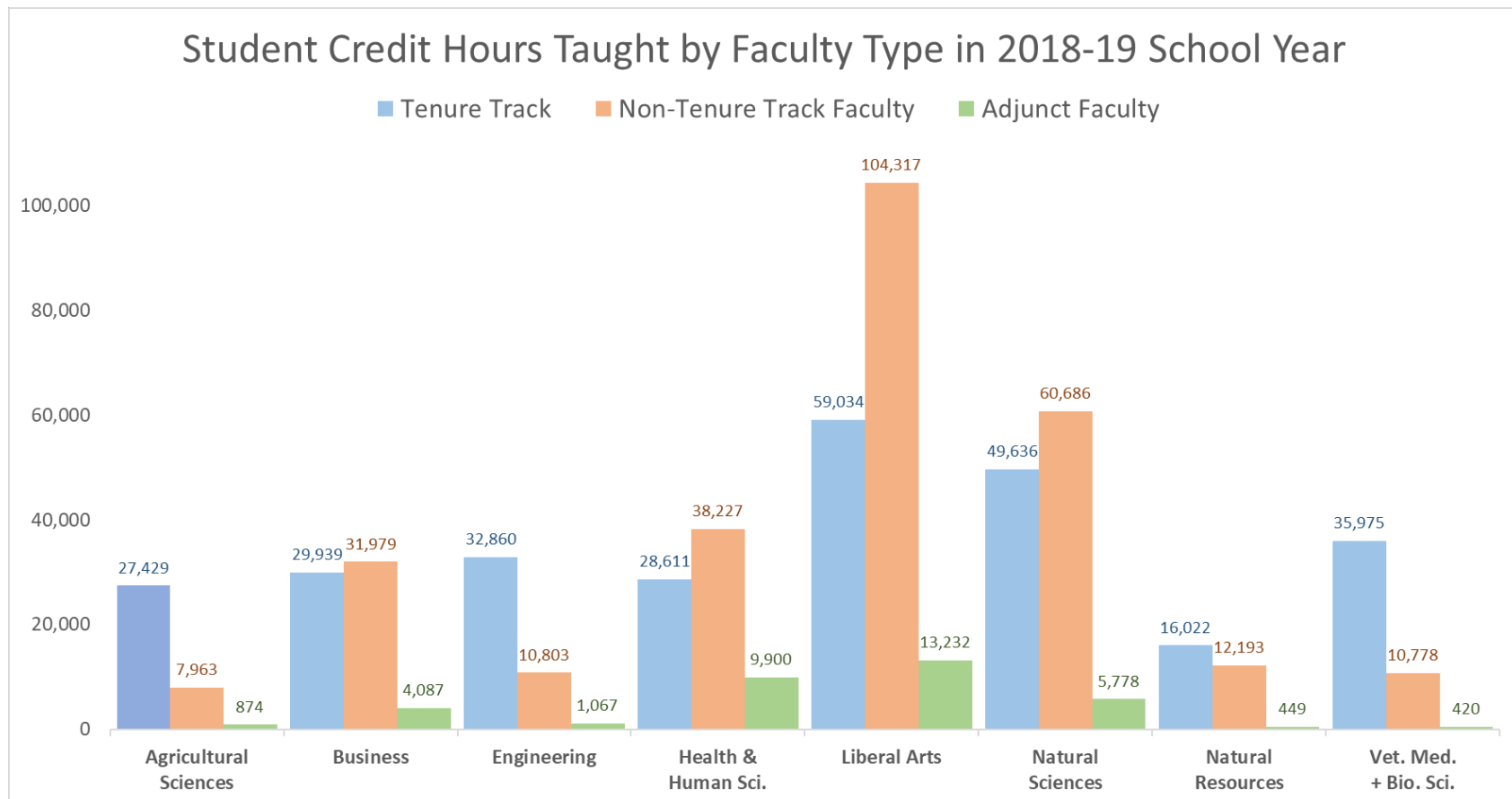
100% FTE Salary

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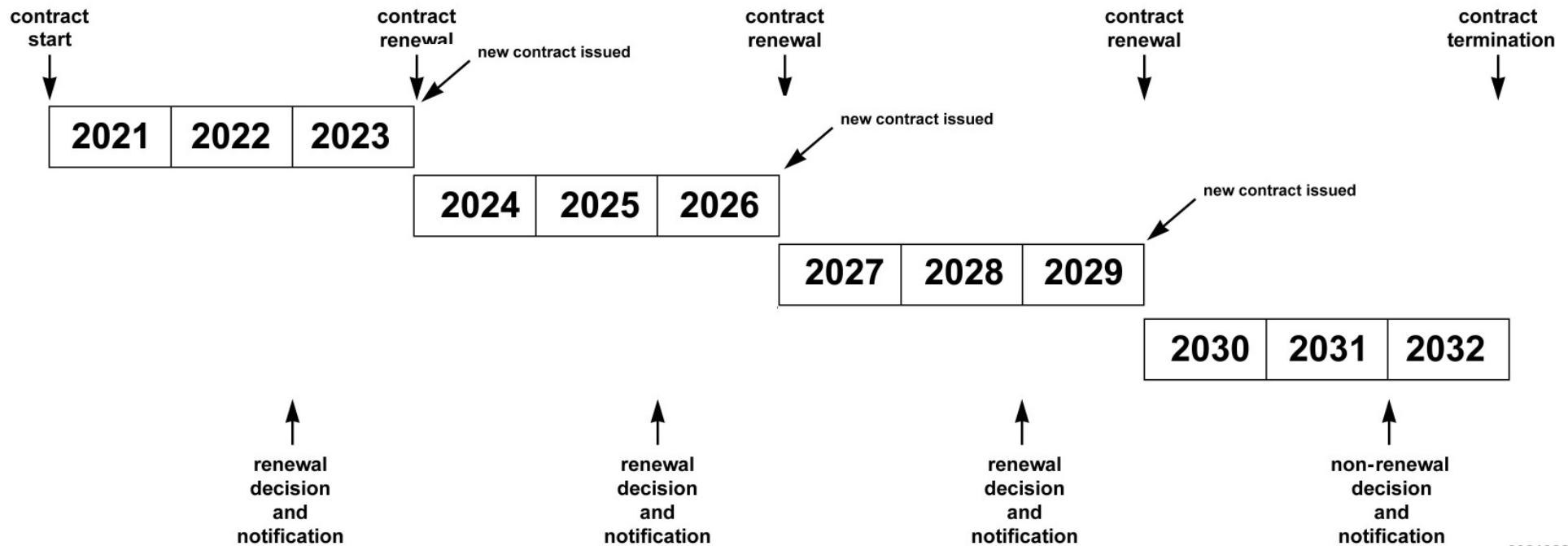
One Leg of the Tripod

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One Model for Rolling Contracts

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2021 Task Force Recommendations

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-
- Revision of University-Wide Budget Model
 - Fund Each Faculty not Course Sections.
 - Expectations for Appointment Types
 - More Consistent, Clear and Precise
 - Do not use Adjunct appointment type as probationary appointment.\
 - More Consistent Teaching and Service Loads
 - Across Units, Departments and Colleges
 - Strategic Communications Plan on [CCAF] Issues
 - Definition and Representation in Faculty Governance
 - Suitability of “Academic Home”
 - Expectations for Instructor vs. Professor Tracks
 - Accountability of Department Codes
 - University Goal for Population “Balance”
 - Pre-Tenure, Tenured and Non-Tenure Faculty
 - Extend and Expand Onboarding Processes to all Faculty

This has not been easy work

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Nothing About Us Without Us

From Wikipedia, the free encyclopedia

"Nothing About Us Without Us!" (*Latin*: "*Nihil de nobis, sine nobis*") is a [slogan](#) used to communicate the idea that no policy should be decided by any representative without the full and direct participation of members of the group(s) affected by that policy. This involves [national](#), [ethnic](#), [disability-based](#), or other groups that are often [marginalized](#) from political, social, and economic opportunities.

The saying has its origins in [Central European](#) political traditions. It was the political motto that helped establish—and, loosely translated into Latin, provided the name for—Poland's 1505 constitutional legislation, *Nihil novi*, which first transferred governing authority from the monarch to the parliament. It subsequently became a byword for democratic norms. In this use, it is closely analogous to one of the most familiar slogans of the [American Revolutionary War](#), 'No taxation without representation'.^[1] It is also a long-standing principle of [Hungarian](#) law and [foreign policy](#),^[2] and was a cornerstone of the foreign policy of [interwar Poland](#).^{[3][4]}

The term in its English form came into use in [disability activism](#) during the 1990s. [James Charlton](#) relates that he first heard the term used in talks by [South African](#) disability activists Michael Masutha and William Rowland, who had in turn heard the phrase used by an unnamed [East European](#) activist at an earlier international disability rights conference. In 1998, Charlton used the saying as title for a book on disability rights.^[5] Disability rights activist [David Werner](#) used the same title for another book, also published in 1998.^[6] In 2004, the [United Nations](#) used the phrase as the theme of [International Day of Persons with Disabilities](#)^[7] and it is also associated with the [Convention on the Rights of Persons with Disabilities](#).^[8]

Use of this slogan has expanded beyond the [disability rights](#) community to other [interest groups](#) and movements.^{[9][10]}