

**COLORADO STATE UNIVERSITY COMMITTEE ON NON-TENURE TRACK
FACULTY
Annual Report for August 2020 to May 2021**

MEMBERSHIP 2020-2021

Agricultural Sciences	Suellen Melzer
Health and Human Sciences	Leann Kaiser/Ashley Harvey
Business	Jenny Morse, Chair
Engineering	Pinar Omur-Ozbek
Liberal Arts	Denise Apodaca
Natural Resources	Natalie Ooi
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, Chair of CoSFP via
CoNTTF	

I. Meetings

The Committee on Non-Tenure Track Faculty (CoNTTF) met 16 times during the 2020-2021 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 **9 Faculty Council meetings** during 2020-2021.

08/25/20	Discussed concerns around contracts not being renewed and faculty being moved to FTE below 50% in order to keep them in Adjunct appointments.
9/8/20	Faculty Council Chair Sue Doe joined our meeting. We discussed supporting and advocating for contracts, getting our section C motions through CoFG and to Faculty Council, opportunities for NTTF to serve in Faculty Council officer roles, additional uncompensated CoVID adjustments for NTTF especially over the summer, unionization, voting rights, accountability, and policy implementation.
9/22/20	Reviewed correspondence with Vice Provost for Faculty Affairs Sue James about the annual NTTF reception, contracts, the Salary Equity Committee reviewing NTTF salaries, accountability, and voting rights. We also reviewed Faculty Council Chair Sue Doe's questions about our NTTF Administrator Award, the Teaching Continuity Team's CoVID plans, and disruptions in INTO.
10/6/20	Vice Chair Steve Benoit shared his presentation on CoNTTF's proposed revisions to Section C. 2. 1. 3. 1, which he had already presented to Executive Committee and would be sharing at the 10/6 Faculty Council meeting.

- 10/20/20 Reviewed revisions to our proposals to Section C. 2. 1. 3. 1 from CoFG. Discussed name change of NTTF to CCAF, which was done without input from NTTF or CoNTTF. Sent message asking Vice Provost Sue James to retract the announced name change, which was not done. Discussed re-formation of the NTTF/CCAF Task Force, which did not explicitly integrate its work with CoNTTF.
- 11/3/20 Discussed each college's reception to CoFG-led input on our Section C. 2. 1. 3. 1 proposals. Also discussed the confusing rationale for a CCAF Task Force that would operate completely independently of CoNTTF, concern about CoNTTF not being involved in implementing policies for and about NTTF.
- 11/16/20 Discussed concerns about INTO and CoFG's input-gathering with regard to our Section C. 2. 1. 3. 1 proposals.
- 12/1/20 Prepared for vote on Section C. 2. 1. 3. 1 proposals at Faculty Council meeting on 12/1. Received presentation from TILT on Teaching Effectiveness documents.
- 1/19/21 Discussed annual evaluation guidelines, mentoring committees, and promotion letter requirements; S/U options being extended; proposal to align Section C. 2. 1. 9. 3 with changes to Faculty Council membership.
- 2/2/21 Discussed promotion pay increases, Faculty Council agenda for Feb 2, how to change effort distribution/workload as NTTF, how credit hours should be counted. Finalized draft of Section C. 2. 1. 9. 3 proposal.
- 2/16/21 Requested support for Section C. 2. 1. 9. 3 proposal from CoTL, discussed termination of INTO program, reviewed annual goals to discuss updates.
- 3/2/21 Reviewed and approved letter of support for INTO NTTF Faculty. Discussed concerns, questions, and initiatives related to INTO program.
- 3/16/21 Discussed NTTF Assistant Dean position in CLA, problems with NTTF not having appropriate resources for their job, status of contract renewal, and future events.
- 3/30/21 Discussed CCAF Task Force Forum which people felt lacked transparency and honesty and addressed issues that are more appropriate for CoNTTF to handle. Drafted letters asking Executive Committee to look into contract renewal status and investigate NTTF who don't have a home department, and asking the Provost's Office to ensure resources, orientation, mentoring and other support for NTTF.
- 4/20/21 Section C. 2. 1. 9. 3 moving forward to CoFG with letters of support from CoTL, CoRSAP, and CoSFP. Revised letters before approving them to be sent.
- 5/4/21 Responses to letters were that CCAF Task Force was handling most of this stuff, which cut off discussion and isolated CoNTTF from progress on these issues.

II. Additional Meetings and Presentations Prepared by CoNTTF members

- 7/2/20 Chair spoke with NTTF concerned about job and resources due to CoVID
- 7/16/20 Chair spoke with NTTF concerned about job and resources due to CoVID
- 7/16/20 Chair met with Alex Bernasek, Sue Doe, and Sue James
- 7/22/20 Chair spoke with NTTF concerned about being dropped below 50% FTE and losing her health insurance
- 9/15/20 Vice Chair Steve Benoit presented section C. 2. 1. 3. 1 proposals to Executive Committee, Chair attended
- 9/28/20 Chair attended meeting with Sue James, Vice Provost on INTO
- 9/30/20 Leslie Stone-Roy worked with CVMBBS Diversity Award Committee to revise

- language for nomination announcement to ensure that it was evident that NTTF in the college were eligible for the award.
- 10/6/20 Leslie Stone-Roy sent email to CVMBS NTTF regarding current issues being considered at university
 - 10/13/20 Chair talked with Sue James, Vice Provost about faculty representation
 - 10/24/20 Leslie Stone-Roy communicated with CVMBS Faculty Council and Faculty Governance Representatives about CoNTTF proposed revisions to section C.2.1.3.1
 - 10/30/20 Chair attended Management Dept meeting in COB about the section C. 2. 1. 3. 1 proposals
 - 11/4/20 Christine Pawliuk attended Libraries meeting on section C. 2. 1. 3. 1 proposals; LeAnn Kaiser attended CHHS meeting on section C. 2. 1. 3. 1 proposals
 - 11/6/20 Chair attended meeting with the Finance Dept in COB about the section C. 2. 1. 3. 1 proposals
 - 11/16/20 Natalie Ooi presented section C. 2. 1. 3. 1 proposals to WCNR
 - 12/1/20 Suellen Melzer met with Amy Charkowski, Head of Agricultural Biology on CCAF promotion guidelines
 - 12/18/20 Suellen Melzer presented to CAS Dean Pritchett and Heads on CCAF promotion guidelines as developed by the CAS CCAF committee
 - 3/25/21 CoNTTF members attended the CCAF Task Force open forum
 - 4/14/21 Chair met CoTL members about plus/minus grade recommendations and multisection courses
 - 4/22/21 Leslie Stone-Roy began communicating with new BMS NTTF about NTTF issues (there is no longer an official CVMBS NTTF committee, so this is currently done on an individual basis)
 - 4/22/21 Leslie Stone-Roy contacted CVMBS to get updated list of current NTTF in college
 - 4/27/21 Chair attended Executive Committee to present CoNTTF's 2 letters/requests
 - 4/30/21 Chair met with CoFG Chair Steve Reising about section C. 2. 1. 9. 3 proposal
 - 5/5/21 CoNTTF members attended CCAF Task Force open forum
 - 5/14/21 Chair met with Joseph DiVerdi, Alex Bernasek, Sue Doe, and Sue James about contract notification language and actions

III. Proposal Documents and Committee Process

Proposed revisions on C.2.1.3.1 were finally approved on at the Faculty Council meeting on 12/1
Proposed revisions to C. 2. 1. 9. 3 were sent to CoFG Chair Steve Reising on 4/6. Letters of support from CoTL 4/6, CoRSAF 4/23, and CoSFP 4/28. Expect this motion to move forward Fall 2021.

Proposal to create an Administrator Award sent to Faculty Council Chair on 9/17

Revised proposal drafted 1/31

Request for funding sent to Vice Provost Sue James 2/10

Letter in support of INTO Faculty sent to central administration on 3/5

Letter requesting resources and onboarding support for NTTF sent to Provost Mary Pedersen and Vice Provost Sue James on 4/21

Letter to Executive Committee on contract appointments sent 4/21

Letter to Executive Committee on unaffiliated NTTF representation sent on 4/21

IV. Other Committee Business

Leadership and Committee Composition

- Jenny Morse served as Chair for 2020-21 and has been reelected for 2021-2022.
- Steve Benoit served as Vice-Chair for 2020-2021 and has been reelected for 2021-2022.
- Christine Pawliuk continues to serve as Webmaster.
- Joseph DiVerdi served as Chair of CoSFP and Chair of the ad hoc Retirement Plan Review Committee for 2020-2021, additionally served on the University Recovery Advisory Committee 2020-2021, and CCAF Task Force 2019-2021
- Denise Apodaca, CLA, will be rotating off our committee. She served on the CCAF Task Force 2020-2021.
- Natalie Ooi, WCNR, will be leaving our committee. Sean Bryan is expected to complete her term.
- The committee continues to reach out to ASCSU, inviting an undergraduate and graduate student to participate.

Business

Reporting: For the upcoming 2021-2022 Academic Year, CoNTTF expects to continue advocating for Contract appointments, securing resources for faculty, ensuring representation for all NTTF faculty, and working with Institutional Research to prepare data-driven reports on the state of NTTF at CSU.

CCAF: The introduction of this new term has been problematic for NTTF at CSU. While well-intentioned, the name has skimmed over some of the disparities NTTF face and segmented our CSU NTTF from the history of faculty off the tenure track. We continue to ask the administration to pause the use of the CCAF term and to work with NTTF to resolve any nomenclature issues rather than having administration rename the group without their input.

CCAF Task Force: The recommendations yielded by the Task Force are in many ways similar to the recommendations CoNTTF has been making to central administration for decades. Since the Task Force cannot itself implement any policies and serves only as an advisory body, it has become less clear why a Task Force separate from CoNTTF is necessary at all. CoNTTF recommends that policy implementation around NTTF occur with CoNTTF and the Provost's Office working together to direct policy changes in other offices like HR, Budget, and departments, so that change can be put in place quickly and effectively with the knowledge and history housed in CoNTTF.

Pay: Issues around salary compression and salary equity continue to arise. This is as much a gender issue as it is an issue of pay. Central administration must review the salaries of all NTTF and establish guidelines for pay at each promotion level to ensure equity across credit hours and workload in spite of supposed "market forces" in individual units and disciplines.

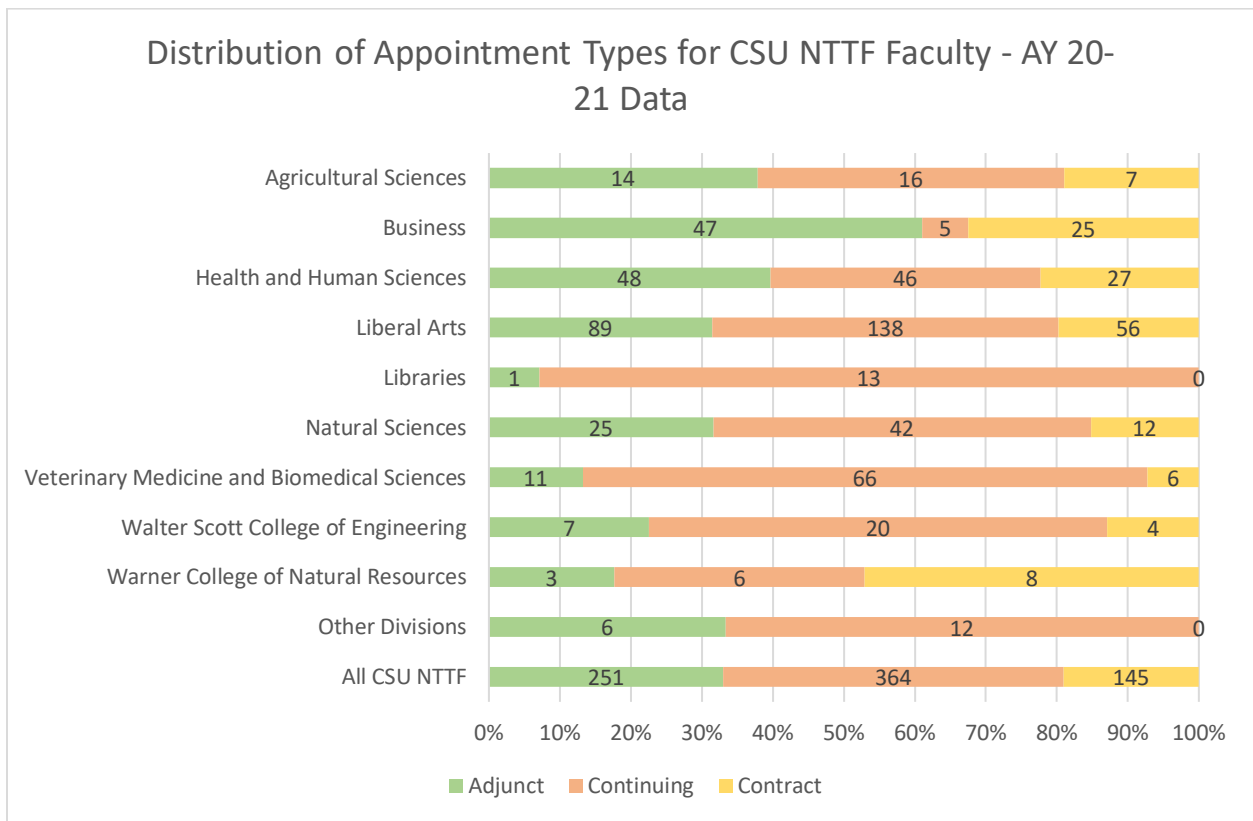
Further areas for work include

- Working with CoFG on the Section C. 2. 1. 9. 3 proposal to allow NTTF to serve on Faculty Council committees
- Working with Faculty Council leadership and the Provost's Office to create the Administrator Award
- Educating department heads on Contract and Continuing appointments
- Increasing the number of NTTF on Contracts

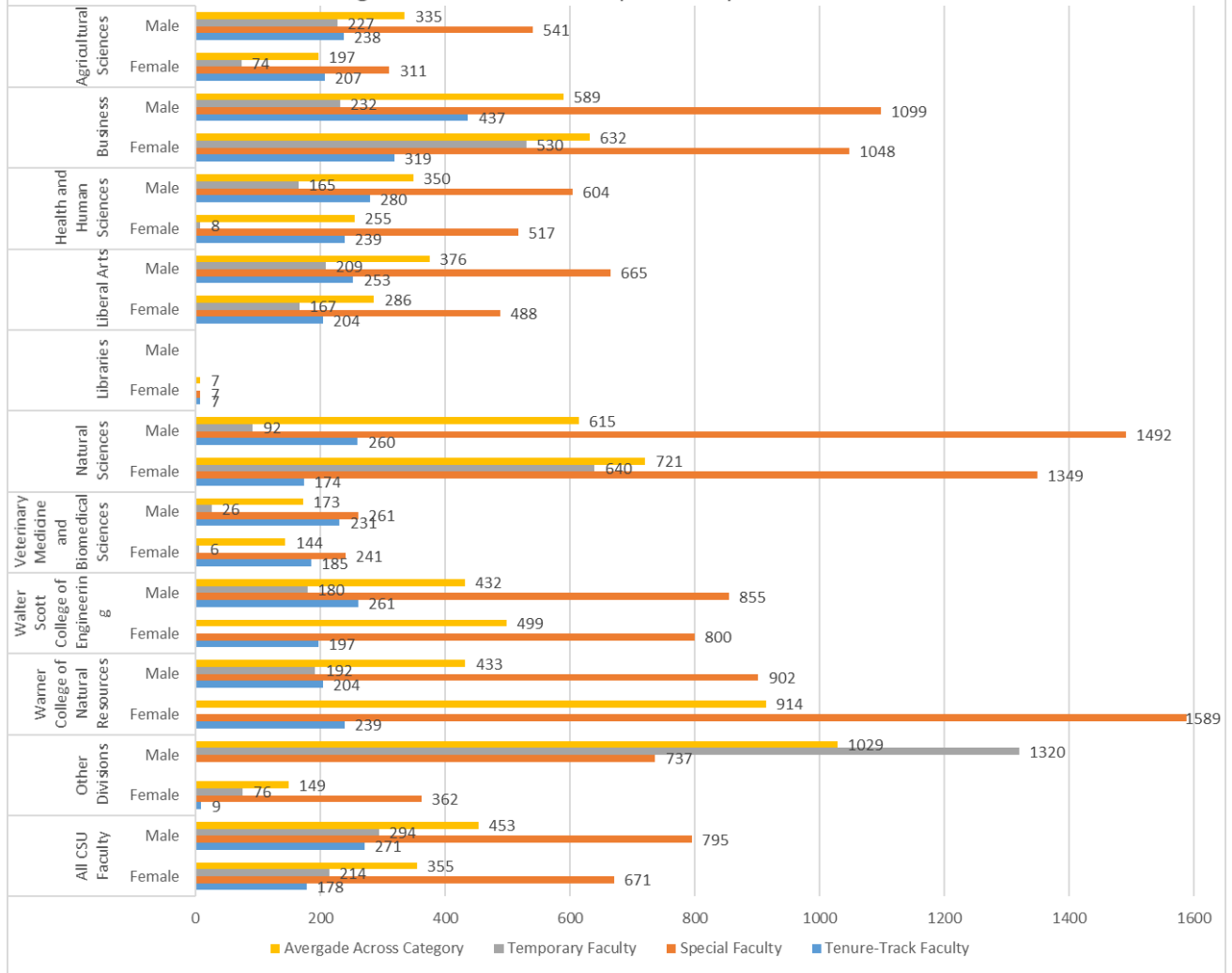
- Improving the Contract language
- Supporting and determining shared governance pathways for NTTF without a home department
- Facilitating the annual NTTF Reception, which has not occurred for 2 years now
- Identifying and report on voting rights for NTTF in departments and colleges
- Asking for an audit of the budget, particularly to investigate how NTTF are being paid
- Exploring unionization

V. Graphic Representations of data from Institutional Research

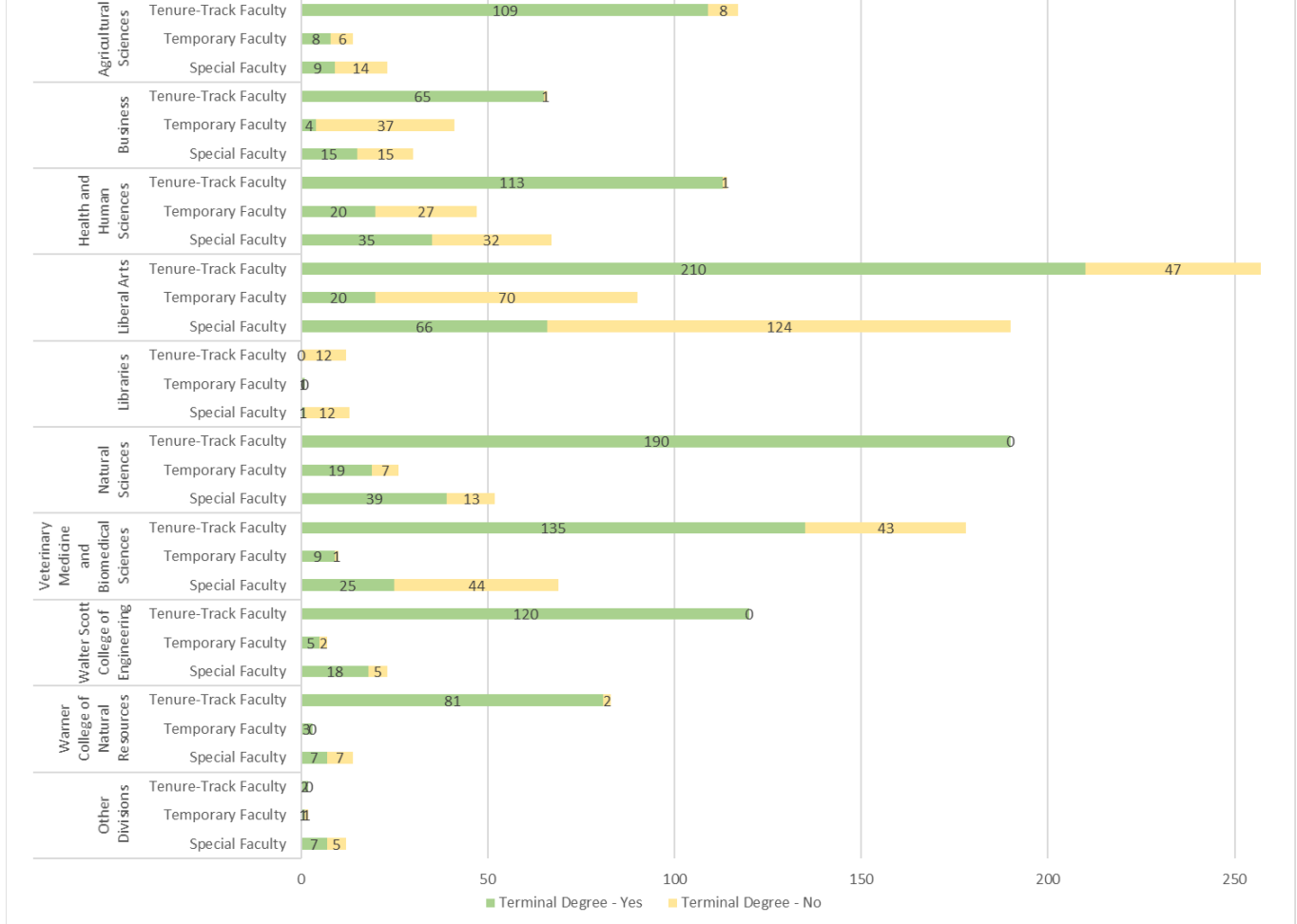
Pinar Omur-Ozbek built on the work of Dan Baker from last year to capture Institutional Research data from Fall 2020 in order to create a more concrete picture of the current circumstances of non-tenure track faculty at CSU. Below are the graphics created to represent that data.



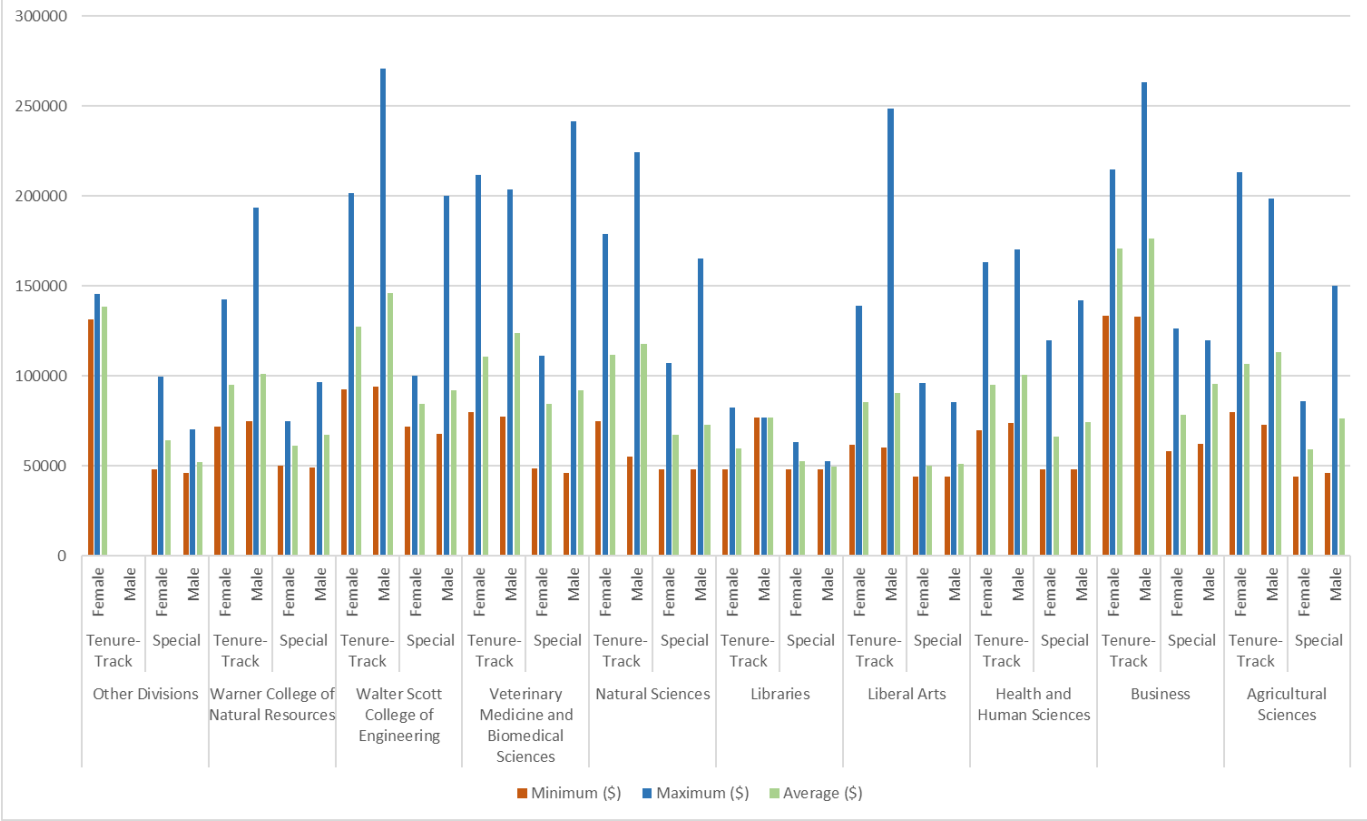
Average Student Credit Hours per Faculty Member AY 20-21



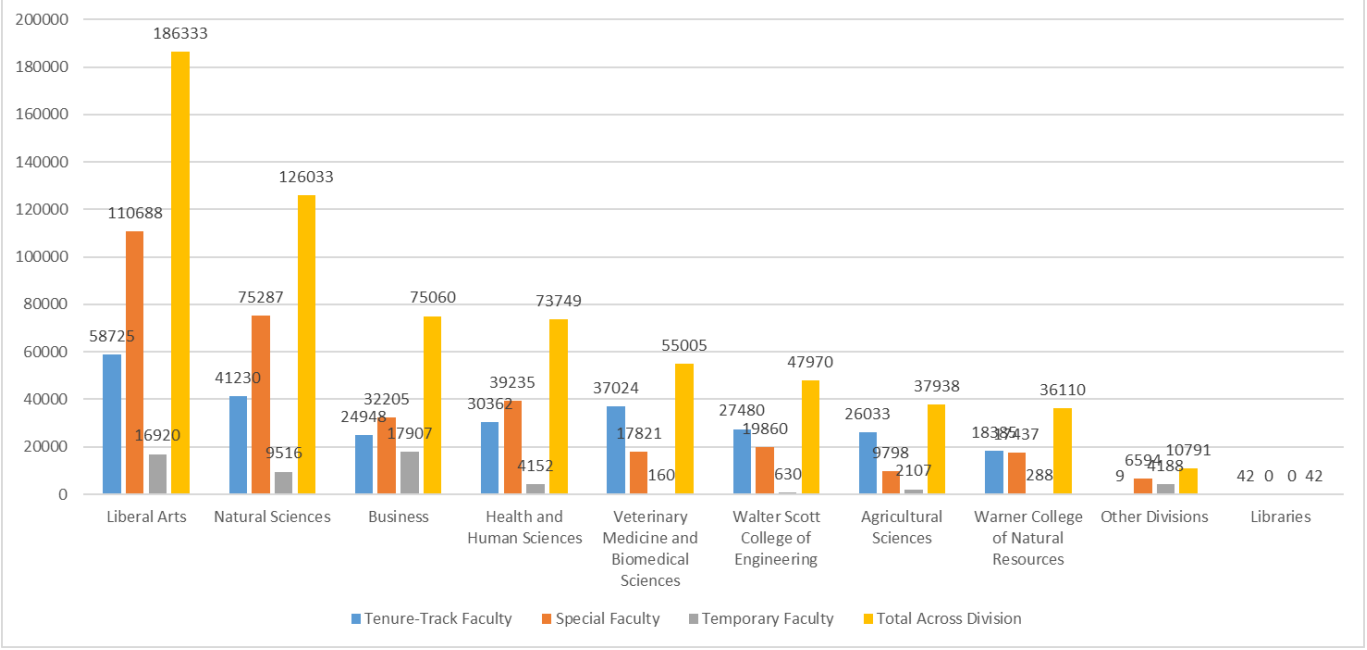
Number of Faculty with Terminal Degrees AY 20-21



Projected 9-Month Salary by Division, Faculty Category and Gender AY 20-21



Total Student Credit Hours Taught AY 20-21



Histogram of "Special" NTTF FTE (Fall 2020)

