



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

Tuesday, August 24, 1-2:30pm
LSC 380

Jenny Morse, Ashley Harvey, Mary Van Buren, Sean Bryan, Andrea Duffy, Leann Kaiser, Steve Benoit, Joseph DiVerdi, Jamie Nielson, Suellen Melzer (via Zoom)

1) MINUTES TO BE APPROVED

- a) CoNTTF Meeting Minutes – May 4, 2021 - Joseph moved to approve, Steve seconded, approved by unanimous vote.

2) UPDATES AND NEW BUSINESS

- Jenny met with chairs of the faculty council standing committees, reminded them that CoNTTF did not change their name to CoCCAF since CoNTTF represents entities that are not CCAF (for example, APs doing teaching, extension agents, those working in PLACE, joint appointments, faculty with no home department, etc.)
- CoFG motion updates - our motion was sent to CoFG in April, requesting that NTTF be able to sit on standing committees of faculty council. Since, CoFG had requested nominations for CoSFP, but Joseph (the current chair) was not eligible for nomination under current code, so a request was made to pause that nomination until the proposal on eligibility for NTTF to serve was considered. CoFG has since moved forward in their Aug 23 meeting, and sent a proposed rewrite of that section of the manual. It looked good to Jenny, so CoFG went ahead and considered, and passed it unanimously.

Amy Barkley wrote to ask if CoNTTF approved it so it could go onto the agenda for the first FC meeting, and Jenny quickly asked for opinions from CoNTTF members, then told Amy that it was OK to move forward.

CoFG would like to change the manual (after a time, maybe 3 years) so the chair of CoNTTF does not need to sit on all other standing committees, since those committees should (by then) have equitable levels of NTTF representation. The 3-year time frame is based on having all member terms rotate so NTTF have equal opportunity to serve. This would be a significant easing of the load on the CoNTTF chair, making it a more sustainable position.

There no longer seems to be a push to dissolve CoNTTF in response to the changes in the manual.

Joseph asked for a synopsis of the proposed changes - he had suggested global replacement of “tenured or tenure track faculty” with “all faculty”, and wonders how close this proposal gets to that goal.

Jenny related that this motion eliminates the "specialized committee" status, which had maintained the notion of separate faculty that we're trying to eliminate.

This motion makes CoNTTF a regular standing committee, and allows NTTF to serve on all standing committees.

There is a question as to whether the membership of CoNTTF can remain as is (9 NTTF and 2 TTF). As a regular sanding committee might have to comply with membership rules used by the other regular standing committees. However, Steve noted that the manual lists membership of each standing committee explicitly, so we can probably remain as we are.

There is a perception that NTTF should not be on CoSRGE or the CoSFP. However, NTTF can be research faculty, can advise graduate students, etc. There could be, though, that some committees could specify (for example) 9 TTF and 2 NTTF as membership, and we would have to admit that's similar to our situation.

Andrea asked whether the justification for no NTTF on some committees was that they often had no service component? And now that many have a service component, that argument is moot? Jenny believed that was possible, and makes sense given our new level of service commitment.

- Introductions for new members was done all around.
- Andrea discussed the Leadership Fellows Program, of which she is a member, in the Strategic Planning area. She relayed some requests she has floated during meetings about NTTF opportunities for funding, etc.
- Joseph asked how the manual changes being proposed impact NTTF appearing at other levels. Can chair of FC be NTTF? Can the BoG representative be NTTF? Jenny noted that the state constitution demands that the BoG representative be tenured.
- The question was raised whether a separate position could be created to represent NTTF interests to the BoG (2 representatives - TTF and NTTF), or could they

alternate each year between TTF and NTTF?

- Joseph noted that some positions are only available to people who have served as elected reps on FC for a 3-year term (namely, the chair, vice chair, and BoG representative). Ex-officio members would not be eligible. So with these changes, NTTF could be elected and serve, and then be eligible for Chair or Vice Chair of FC (but not BoG rep), but this would effectively force a wait of 3-6 years.

Jenny noted that all CoNTTF members have served at least 3 years on FC (ex officio). We could request a waiver of the 3-years as an elected rep for those members of CoNTTF who have been representing NTTF for those 3 years.

Brian asked if there were any other ex officio members this would potentially effect? Jenny replied yes and no: you cannot be FC member with >50% administrative appointment, so that would exclude deans, chairs, and administrators like the president and provost, which is healthy. Steve asked if election to standing subcommittee could be a surrogate to election to FC? Jenny replied that no, there was a change in how committee members were selected, and that eliminated the “election” component.

- The question was raised whether it is possible that the new administration would be amenable to teaching tenure? Perhaps it's worth exploring again.
- Joseph related that the NTTF task force again made it a top priority to revise the budget model. It would be a good thing to consider in the current environment of strategic planning. Jenny related that the report from the task force was “draft” and not for release, so CoNTTF members have not seen it. Joseph will ask Sue if it can be shared with CoNTTF.
- Jenny noted that the HR system is not yet fixed to count NTTF appointment categories properly, which may prevent effective implementation of many other good ideas.
- Jenny suggested writing a motion to add an NTTF position as a second rep to BoG, and change procedures to allow CoNTTF members to serve.
- Jenny mentioned that she continued to talk with Amy Barkley and Steve Reising to finally get a student/grad student member for CoNTTF.
- CoNTTF is required to review its operating procedures each year. We had considered adding a webmaster; Leann suggested a more general title like communication director. Steve suggested removing specific web site URL, in case we want to change (or the NTTF acronym is changed). Jenny suggested

changing “consecutively numbered” to “dated” for minutes, and updated who they are sent to. These changes to the document were approved unanimously.

- Review of goals from the annual report:
 - CCAF as an acronym, representing other faculty as well
 - CCAF task force has ceased activities - final recommendations to be released
 - Salary equity for NTTF (related to gender equity), and compression issues - this goes with needing changes in the budget model. What should we ask for in this context? There may be an audit of budget and NTTF coming (Andrea Kazar, in Sept or Oct).
 - CoFG motion is nearly done.
 - Creation of administrator award - it has stalled at the provost’s office over money (\$70 for a plaque).
 - Addressing contract vs. continuing confusion - among deans and unit heads
 - Increasing numbers of contracts for NTTF
 - Addressing language of contracts - also a task force recommendation, but has to go through legal team
 - Tracking number of people on contracts, but HR system is an impediment since contract/continuing are still stored as “special”.
 - Shared governance for faculty with no home department - this will become a larger concern since extension wants to convert from AP to faculty, and these faculty (300) might have no traditional department home. And some extension agents may have one extension appointment and one appointment somewhere else. Similarly, faculty in PLACE may be AP and not represented.
 - NTTF reception - no action on this since pandemic still going
 - Voting rights - creating a report on voting rights in various departments/units. This would give a local source of this data rather than waiting for IR, or having to use HR classifications.
 - Budget audit
 - Unionization possibilities - Jenny was contacted by United Campus Workers Colorado, and grad students are organizing now as well.
 - Leann asked if we wanted to add having NTTF eligible for Univ. Distinguished Professor or Univ. Distinguished Teaching Scholar. Jenny suggested it’s easier to get the teaching scholar part first, then go for the other.

Next meeting on zoom, Sept 7.

Adjourned.