



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

Tuesday, September 21, 1:00-2:30pm
LSC 380

Attendees: Joe, Jamie, Mary, Pinar, Leslie, Christine, Steve, Sean, Leanne, Ashley, Andrea, Gretchen O'Dell (AAUP NTTF rep and is sitting in to connect)

1) MINUTES TO BE APPROVED

a) *CoNTTF Meeting Minutes – September 7, 2021 (p. 2-4)*

- i) Mary made motion to approve; everyone approved

2) CHAIR ANNOUNCEMENTS & UPDATES

- a) Meeting Minutes: Suellen Melzer; Next Meeting: Oct 5 on Zoom; Minutes Jamie Neilson
- b) Adrianna Kezar coming November 8 and 9
 - i) Adrianna is professor and advocate for NTTF; author of “The GIG Academy”
 - ii) Provost office is bringing her in to consult on NTTF issues –
 - (1) Jenny sent CoNTTF meeting schedule for Adrianna to connect with us—depending on availability, this may require an additional meeting
- c) We are on executive committee agenda today to go over letters, but we will send a reminder letter.

3) ACTION ITEMS / DISCUSSION

a) *Agenda items for Jamie Neilson’s meeting with Dean Nerger*

- i) Fewer than 10 NTTF in every department within college
 - (1) Made improvements in voting rights
 - (2) Rise in use of adjuncts in most departments (not in Chemistry)
 - (a) Contract appointments is blamed for this rise in adjuncts—to avoid due process
 - (i) In the manual is says that you can not rehire adjunct appointments year after year
- ii) What is the contract/ continuing data expressing?
 - (1) Pinar will check for Spring 2021 and Fall 2021 data
 - (2) Joe- This should be captured at fundamental level through HR
- iii) Jamie
 - (1) Make the case that we need to use the contract appointment type
 - (2) Educate on intention of the language in the manual
 - (a) end date
 - (i) a. All contracts shall have a specified ending date and a term of at least two (2) years. At least one (1) year prior to the expiration of the contract, the faculty member shall either be given a new contract or informed that the contract may be allowed to expire. If the contract is allowed to expire, the employment as a contract faculty appointment shall be converted to employment as a continuing faculty appointment, without loss of rank, unless a new contract is agreed to in writing by both parties.

- (b) Annual review
 - (i) b. The faculty member shall participate in annual reviews and the annual salary exercise in the same manner as tenured faculty.
- (c) Code has voting rights
 - (i) c. Department and college codes shall specify the voting rights of contract faculty and their eligibility to participate on departmental and college committees. The standard expectation is that contract faculty have voting rights in the governance of their department and college with the exception of decisions relating to tenure and will be eligible to serve on departmental and college committees.
- (d) Employment on occasional basis; 1 or 2 semesters, can not be used to avoid full or part time
 - (i) e. A contract faculty member who has at least twelve (12) semesters of employment combined between contract and continuing appointments (or sooner at the discretion of the department) becomes eligible for funding for release time in order to pursue scholarly development. Once such funding has been granted, the faculty member becomes eligible for such funding again after another twelve (12) semesters of such employment. A request for such funding shall be submitted in writing by the faculty member to the department head. This request shall include details regarding the type of scholarly development and the amount of funding requested. The department head shall respond in writing with an approval or denial of the request. In the case of a denial of the request, the reasons for the denial shall be stated in writing in the response.
- (e) No qualification of part time
- iv) Andrea relates to current climate in Liberal Arts expressed goals by Dean Withers-
 - (1) Established mentorship with NTTF
 - (2) Service expectations- to be systematized, communicated and understood better
 - (3) Dean Withers goals are all oriented toward raising profile of his faculty
 - (a) Faculty salaries
 - (b) Revitalizing Clark
 - (c) Re-centering CLA and their contributions to campus (climate survey rated their percentages a full point lower than faculty in other colleges)
 - (i) Andrea thinks to do this, he needs to address the research because many NTTF want to be involved in research and this should be written into job descriptions
 - (ii) Dean Withers wants to keep NTTF as instructors and delineate those lines/pathways
 - (iii) Joe suggests thinking more along the lines of “scholarship” instead of “research”
 - (iv) Jenny- Dean Withers allows many AP’s to teach and this is as much of a problem-- to mis-classify instructors as AP’s
- v) Andrea- What about the people that are not in a college, like Honors, or SoGES or SAU’s?
- vi) Jamie should look for where faculty are in terms of their appointment types.
 - (1) Questions to ask:
 - (a) What is her policy regarding NTTF and researchers who are unrepresented?

- (b) Does she have ideas on how CSU can do better around NTTF issues?
 - (c) What obstacles stand in the way of offering reasonable wage to faculty? Are there enough resources or is it a problem on where to find them?
 - (i) Talk about inclusion, in general, and whether we are meeting those objectives (e.g. Inclusion in faculty meetings)
 - (d) We added service and raised salaries, but appointment letters need to be newly written to include service component and written for the job and not just per course
 - 1. Maybe a discussion about changing the budget model
 - i. Joe- budget model is being discussed in upper administration
 - ii. Possibly why they are bringing in Adrianna Kazar
- b) Campus Equity Week
- i) Last week of Oct
 - ii) Reps from a few different places
 - (1) Mary for AAUP
 - (2) Partner with Pam and CLA to figure what events will be
 - (3) In the past we had two round-table presentations; meet and greet at avo's
 - (4) AAUP has a bill
 - (a) Potential for unification
 - (b) Great to bring up during week
 - (i) Someone from Boulder group, from admin, etc.
 - iii) Joe, Mary, Gretchen are volunteering for planning ideas—Jenny will connect with Pam
- c) Letter to Executive Committee
- i) Letter to remind executive committee of two letters already submitted
 - (1) Letter 1
 - (a) Unaffiliated faculty who don't have clear representation (including with CoNTTF)
 - (2) Letter 2
 - (a) About contracts- that contract and continuing terminology is confusing; contracts should be considered the epitome of what faculty want,
 - (i) how many of each (contract/ continuing/ adjunct) do we have?
 - (ii) faculty don't get a letter that says you are not renewed which is a problem
 - (3) We are sending this reminder letter because Task Force is working on it and Jenny wants to start the conversation again with the Executive Committee. The Taskforce hasn't released their report and the discussion hasn't been raised. This is a charge to Executive Committee and not to the Provost.
- d) Christine pointed out that the issue of AP's is not addressed in the letters. There are hundreds of AP's that teach and are ineligible for promotion
- i) Jenny wrote this into the new reminder letter
 - ii) Send further suggestions to Jenny to edit letter by tomorrow
- 4) Adjourn 2:23