



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

Tuesday, November 2, 1:00-2:30pm  
Zoom

In attendance: Jenny Morse, Christine Pawliuk, Steve Benoit, Suellen Melzer, Leann Kaiser, Ashley Harvey, Sean Bryan, Joseph DiVerdi, Shoab Memon, Tom Conway, Pinar Omur-Ozbek, Andrea Duffy, Jamie Neilson, Adrianna Kezar

**1) MINUTES TO BE APPROVED**

- a) CoNTTF Meeting Minutes – October 19, 2021 (p. 2-4): Joseph moves to approve; approved unanimously

**2) CHAIR ANNOUNCEMENTS & UPDATES**

- a) Meeting Minutes: Christine Pawliuk Next Meeting: Nov 16 LSC 380; Minutes Leslie Stone-Roy
- b) Campus Equity Week recap (faculty responses attached)
  - i) Jenny and Joseph presented to about 8 people and fielded a lot of questions and concerns from people who have questions about their treatment and whether it was allowed. This reflected the continuing issues with lack of information and a fair amount of misinformation. Also, the NTTF are so isolated that individual treatment can be problematic. NTTF are also having trouble maintaining health care as they get pushed below 50%.
  - ii) 50-60 people attended the AAUP panel on unionizing and organizing. There were a few tenure line people as well, and AAUP seems committed to moving forward on this.
  - iii) The listening session at Avo's revealed that salary compression is a huge issue. People in CLA are being brought in at salaries \$20-30,000 higher than people who have been at CSU for years; the experience of those who have been here a long time is not being valued.
  - iv) Suellen: College of AgScience AD had a question about how much CoNTTF is behind/supportive of the unionizing efforts after seeing the email about submitting comments on the unionization bill. CoNTTF's stance is that we act as a communication conduit. He also had a question about NTTF vs. CCAF naming. NTTF is a global term used around higher education, while CCAF is a local term. There are also people who are teaching but do not have CCA appointments—so they are not included in this word the way they would be in non-tenure track.
- c) Introductions: Tom Conway (English Department) is the newly elected representative from CLA

**3) ACTION ITEMS / DISCUSSION**

- a) Visit from for Adrianna Kezar
  - i) Goals from CoNTTF perspective:
    - (1) A big accomplishment was to establish a contract pathway, which is a more secure version of employment. We were making good headway on this until covid hit, and one of the first actions that the university took was to not renew contracts and move people to continuing. The message was that we will be the first ones to be cut. We

are not seeing contracts grow, and we would like to see more of those. The messaging about contracts from above is that there is no real difference between contract and continuing—which is problematic because during the contract NTTF have access to due process which is a very real difference. Continuing was added as an appointment type for administrators, and they have continued to use them and not move to contracts.

- (2) CSU is highly dependent on NTTF, but most administration and the framework around governance is structured around the tenure model. They need to adapt and evolve into a new model to reflect this new way of working and who is actually working at CSU. We have 1100 tenure line faculty and around 800 NTTF. 70% of NTTF are full-time, while administrators tend to think of them as adjuncts that are assumed to have other jobs. Over 200 NTTF have PhDs and are eligible for tenure lines.
- (3) Administrator resistance to using contract appointments, using the artifice that they need “flexibility” because student enrollment numbers are undependable. Better planning around this vein is on Adrianna’s agenda to address next week. 90% of NTTF could have had full-time non-contingent employment within the fluctuations of student enrollment. We did have an agreement from department heads that this was doable, but it has not happened.
- (4) There are a lot of misconceptions about NTTF on campus because we are a very diverse group. We have different roles, interests, and reasons for what we are doing and these are not reflected in campus perceptions. We need to do a better job of mapping those perspectives. Andrea is encouraging the CLA NTTF committee to submit a proposal for an NTTF survey to get more data on NTTF and a more robust array of who we are. Adrianna always recommends gathering some data before making policy for NTTF
- (5) Communication between CoNTTF and administrators is challenging. A question for Adrianna to take to administrators would be: how can we improve communication? How can we ensure that NTTF voices are heard and valued across campus? Adrianna encourages NTTF inclusion in governance, which should encourage NTTF voices being heard—what is missing? Jenny: CoNTTF is part of shared governance, and as of this Fall we are now a regular, no longer special standing committee; we are also the NTTF voting members of Faculty Council. We have 9 votes out of around 100 votes on Faculty Council. NTTF can now vote for their Faculty Council representatives, and can serve as Faculty Council representatives as of Spring 2021. The challenge going forward is that CoNTTF is separated from administrator conversations through the Faculty Council structure. Adrianna: her experience is that these steps will improve communication going forward, but perhaps we need interim steps. Jenny: The President and Provost have not responded to invitations to talk, although we do have a pathway with Sue James; there were more informal pathways during the previous administration.
- (6) Have made efforts to fix some of the structural problems that NTTF face; but now we have a great deal of new vice presidents and high level administrators and we have lost institutional memory. A lot of NTTF cannot wait years for new budget models to be incorporated into the CST, since they are struggling now. We recognize that we have made some big changes, but we deserve and need more. How can we strategize a path where we maintain the momentum of the past years so that we achieve a just and equitable situation? Every year it seems like there is another group

looking at the issue; we wrote a report in 2016 that outlines the problems and fixes have been developed that need to be applied not studied further.

- (7) Fix the budget model to fund faculty, not course sections in order to change the mindset of how NTTF are paid. Adrianna will be talking to the cabinet about how to connect the mission to what faculty are needed, and then how to create a budget process that allows for this faculty hiring.
- (8) Adrianna: it seems like the 2016 report has a lot of good ideas, and many ideas have been implemented but there is a sense that things are stagnating. Her plan is to help find ways to revitalize this. She will also address inconsistencies with implementation of the manual with unit heads that will strive to provide some accountability for those who are not following the policies; another session on workload, improvements on salary, and making these changes stick in a highly decentralized campus. There is also a big focus on changing the budget model, accountability, and culture change that is supportive of all faculty. Wants to frame the recommendations around the strategic plan to help administrators connect how the issues with NTTF impact student success and other strategic goals.

Adjourned: 2:14