



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

Tuesday, February 1, 1:00-2:30pm
LSC 380

In attendance: Jenny Morse, Christine Pawliuk, Kendall Stephenson, Steve Benoit, Thomas Conway, Sean Bryan, Jamie Nielson, and via Zoom: Ashley Harvey, Laurel Bond, Pinar Omur-Ozbek, Leslie Stone-Roy
Meeting minutes taken by Steve Benoit

Minutes from approved January 18 meeting.

Announcements:

- Source article on Adriana Kezar visit – Dan Bush objected to the article (claiming the statement about NTTF teaching 67% of credit hours is invalid – APs and GTAs are not faculty off tenure track). Decision was made to add note “including grad students and APs”. Pinar observed that chairs appear as tenure-line faculty in the data she analyzed, not as APs.
- Task for Steve: track SCH taught by tenure-line faculty vs the graph of percentage of faculty who are NTTF (the graph used for governance participation).
- Jenny noted that in the IR Fact Book, transitional (tenure line) faculty are lumped in with CCAF, which means those faculty are also being lumped in when comparing salaries of CCAF to demonstrate that a living wage is being paid. Sue Doe noticed this in presentation on affordable housing – IR agreed not to lump them in in the future, but cannot change already-published data. This could have (and may have already had) a significant impact on decision-making around NTTF compensation.
- Thomas asked if there was a Coloradoan reporter who might be interested in this conflation of salary data in IR reporting.
- Jamie mentioned, with respect to NTTF eligibility for UDTS, that Nancy Levinger (a UDTS) is supportive.

Action Items:

- Review of responses from Faculty Governance, as copied in minutes.
- One issue is that APs who are behaving as faculty do not have representation on Faculty Council. Faculty Governance claims representation in AP council should be sufficient.

The issue is that AP council does not address teaching, evaluation for teaching, etc. AP also do not have academic freedom per the manual, and most clauses in the Faculty Manual apply only to faculty. The main concern is that someone teaching should have some percentage of a faculty appointment in order to have access to faculty protections and participation.

- Thomas observed that in CLA, there was an AP who was teaching and wanted to take part in the College of Liberal Arts NTTF Advisory Committee, but an assoc. dean denied that request citing representation through other mechanisms.
- Sean noted that he tried to get teaching numbers for CCAF and AP, and could get CCAF numbers but not AP numbers. It seems that AP teaching data is not being tracked/documented.
- Jenny questioned why joint appointments (AP/Faculty) are used commonly for chairs, but are not available for APs who teach, and why Faculty Governance would not be concerned with this issue.
- Jenny will check with Sue James about the “audit of some kind” cited by Faculty Governance to examine NTTF under-representation in Faculty Council.
- Thomas asked whether PLACE has representation on Faculty Council – Laurel answered that they have no TTF. Jenny asked if appointment letters are still coming from English, Laurel confirmed the offer letter came from OIP, but is signed by Kathleen Fairfax (OIP) and Louann Reid (English chair) and says academic assignment is in English, but teaching for OIP/PLACE. Jenny observed that historically, INTO (ostensibly) had representation through English, but had no practical participation or voting. This raises the concern that they should have full participating in English since that’s their appointment home. Laurel indicated PLACE is doing evaluations – someone teaching in both have questions about who evaluates their performance. If Faculty Governance can’t take this on because it’s outside their scope, it may have to fall to Sue James’s office.
- Ashley asked if she should reach out to Honors about non-representation. Jenny noted John Kitchens (University Honors Program) has asked if he can take part in CoNTTF. Jenny suggested that Honors Program should elect a rep since they have faculty without representation.
- Jenny also mentioned the graduate school as a possibility to have a CoNTTF rep, but is concerned that CoNTTF should not be the main vehicle for these groups to have a voice.
- Code audit – each CoNTTF member needs to be done, we each need to volunteer to evaluate 5 codes and populate the spreadsheet where members can sign up for departments to examine. The template is to be filled out for each code, based on the code published on the Provost’s web site (or as published on department’s site). We probably should also check links and include any broken links in the report. One tab per college, all units in the

college should go into that tab in the spreadsheet.

- Sean noted that Forest & Rangeland Stewardship has a midpoint comprehensive review built into their code already.

Meeting adjourned at 2:06 pm.