



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

Tuesday, November 1, 2022, 1:15-2:15 pm

Attendees: Olivia Arnold, Laurel Bond, Ryan Brooks, Tom Conway, Ann Hess, Jenny Morse, Pinar Omur-Ozbek, Jennifer Reinke, Kendall Stephenson, and Mary Van Buren

Minutes: Mary Van Buren

1) MINUTES APPROVED

- a) CoNTTF Meeting Minutes – October 18, 2022
 - i. Minutes approved

2) CHAIR ANNOUNCEMENTS & UPDATES

- a) Scott Wiebensohn will take minutes at Nov. 15 meeting in LSC 300
- b) Ryan Brooks, a new member of CoNTTF and CAS representative was introduced.
- c) Recap of Campus Equity Week Events – There was good attendance and discussion at the forum on contract vs. continuing appointments, Scott posted the slides on the website and Pinar made a flyer that summarizes the differences between continuing and contract appointments. For future events, we need to connect more with CLA NTTF as we did in the past.

3) ACTION ITEMS/DISCUSSION

- a) Contract language is still a problem despite the many letters that CoNTTF has sent to various administrators over the years. The House Bill states what language must be used in a contract “at a minimum,” and CSU has added language regarding sufficient funds and job performance which should be omitted as this undermines intent of a contract.
 - i) We contacted United Campus Workers at Boulder and connected with some institutions in Colorado. We should consider making a change at the legislative level, e.g. omitting the term “at a minimum.” We would have to take it to the CDHE. We should ask Task Force on NTTF to make a recommendation that the language about sufficient funds and job performance in the contracts be struck.
- b) CoNTTF is frequently asked about numbers/data for instance:
 - i) Average pay for 2/3 credit grad courses (probably not answerable)
 - ii) Percent of AUCC courses taught by NTTF. Tom Conway might have this information. 89% of all AAUP sections are taught by NTTF.
 - iii) Some NTTF have been talking to the Administration about raising base pay. Numbers have not been determined yet, but unless we raise everyone, the system is not working. There are two options, one that is short term and will require further increases in the future to prevent compression/inversion, and the other is long-term and won’t require such changes. The difference between the two is about 100 k.

- iv) Pinar noted that she connects with IR to get the data, but she cannot share it or identify individuals. She just received the new data, but IR won't provide information about gender.
- c) Tom Conway talked about the Work Equity Task Force. They are attempting first to define and describe it, e.g. transparency, clarity, and accountability. They want to present to executive committees throughout the colleges to introduce the to the concepts and tools for assessing work equity.
- d) The website is a long-term project. Our homework is to look at it and decide how it should be organized and what it should include.