



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

Tuesday, October 18, 1:15-2:15pm

Attendees: Jenny Morse, Mary Van Buren, Scott Wiebensohn, Olivia Arnold, Ann Hess, Pinar Omur-Ozbek, Laurel Bond, Tom Conway, Jeremy Sueltenfuss

Minutes: Pinar Omur-Ozbek

Meeting started: 1:20 pm

Meeting ended: 2:18 pm

1) MINUTES TO BE APPROVED

- a) CoNTTF Meeting Minutes – October 4 (p. 2)

Motion: Ann

Second: Mary

Unanimously approved

2) CHAIR ANNOUNCEMENTS & UPDATES

- a) Meeting Minutes: Pinar Omur-Ozbek November 1 on Zoom: Scott Wiebensohn

- b) Updates

- i) Jenny was invited to an informal meeting with the CCAF Taskforce. The administration wanted to thank them for their service. The discussion there included contacts being critical for NTTF. President Miranda and the new president will not change anything (including the budget model) for the next two years. Sue Doe and Christine Pawliuk will investigate the contracts at other universities to see what can be adopted at CSU.
- ii) Parking Subsidy: Faculty making less than \$30K should be eligible for free parking. We can ask to raise the limit. Sue Doe is collecting data on who would be covered with that.
- iii) CLA language on Contracts - There is existing language in the manual that contracts are for people who have duties in addition to teaching and are in professor track. People on contracts should be held to the same standards as the TT/T faculty. Jenny can share the exact language. Tom: Committee at the faculty council is looking at the offers/documents. Late November there will be a vote on the code change. Contracts should be used when there are additional duties beyond teaching for 2-3 years and for the ones in professor line. The faculty need to be active as TT/T faculty. Change the language to: include instructor line as well, other parts stay the same. They haven't used service so that extra duties could involve projects as well, that would go for 2-3 years. One plan is to postpone the vote in English to delay the vote. More people need to be involved so that it is not just rubber stamped. Certain departments in CLA currently use the code to restrict appointment types. What is the urgency, and no one explains why? Contracts taskforce asked for changes and that may be the driving force. What is meant by special work duties that extend beyond 2-3 years? Is it to exploit CCAF and put them on arduous work? They said let's make the changes now and we can make more changes later. Could the code change can be related to the E2 change? The driver was English department contract misuse, for not notifying/renewing. This edit started with CLA CCAF advisory group in spring 22, passed

through it quickly. During the vote can we ask to delete it altogether? We can propose something else. At this point they are prioritizing the change in the code, if it doesn't work, suggesting something new may be the way to go.

3) ACTION ITEMS / DISCUSSION

- i) Presentation on Contracts 10/24 @ 12pm
 - (1) Send out Ethan's flyer on AcadFac listserv and NTTF listserv: LSC 300 is reserved for the contracts presentation. Scott will compose and send the e-mail to advertise the presentation.
 - (2) Content of presentation, what do we need to tell people: Goal is to help people understand how contracts work. Joseph creates the graphics but they weren't very easy to interpret. What kinds of questions should we answer? Pinar can edit to make the slides look pretty. We should include a graph on faculty on contracts vs continuing vs adjunct appointments. Pinar requested the new IR data, if it is not received soon enough we can use the graphs from our report. Historical background on contracts. Details on how they work (1 year notification). Ex: Continuing no end date but can be ended at any time, and has no rights. Make clear how one has max flexibility for the administrators. How much protection do you have? There are concerns for the contracts too, however utilizing the rights on the faculty manual, there could be due process in place. We may create a handout for the comparison of the appointment types. Your rights for documentation if you are denied a contract. 90% should be on contract and 10% continuing and adjunct. For flexibility they said they only need 10%, but this is not the case. On the handout we may provide contact info on grievance officer, etc. We can make a diagram of people who they can work with. Ombudsperson, HR, grievance officer, etc. AAUP can be included there. List of resources in the order of most to least helpful. OEO office could be there. Future goal: 90% on contracts or teaching tenure. In addition to contracts being the major appointment type, they should be made stronger than they are right now, especially with the at will aspect. CLA problems: ~300 CCAF, Dean Withers doesn't want to give contracts. Is it easier to have a contract in other colleges? Do the number of CCAF or number of students matter a lot? It should be a problem for the students and whoever is contributing to the tuition if we cannot retain skillful faculty.
 - (3) Design of presentation: Jenny will share the slides and we all can look over them. Pinar will edit as necessary. Asked for the IR data.
- 4) Other discussion: **Mary:** Jenny Brandeen is interested in doing a story on NTTF inequity issue. Some of the LCA faculty, or others may be interested to talk on the radio on the record. Faculty who quit English, CSU Global faculty (who is made to teach a class to 1-2 students and "earn" \$360 per course). We need people who feel comfortable to speak up. Friday is when she will be on campus and it will be the real recording. Jenny may know a few faculty who may be willing to talk. **Scott:** Updating the website, he realized that some colleges don't have sub-committees of NTTF. Libraries is mostly NTTF so they dissolved their committee. There were two individuals converted from T/TT to NTTF, who gave up tenure. It may have been a strategic decision to go for a promotion and increase your salary. Jenny: Invited to Avo for drinks. Check your e-mail.