

**COLORADO STATE UNIVERSITY COMMITTEE ON NON-TENURE TRACK
FACULTY
Annual Report for August 2021 to May 2022**

MEMBERSHIP 2020-2021

Agricultural Sciences	Suellen Melzer
Health and Human Sciences	Leann Kaiser/Ashley Harvey
Business	Jenny Morse, Chair
Engineering	Pinar Omur-Ozbek
Liberal Arts	Thomas Conway
Natural Resources	Sean Bryan
Natural Sciences	Steve Benoit, Vice Chair
Veterinary Medicine and Biomedical Sciences	Leslie Stone-Roy
Libraries	Christine Pawliuk
Tenured Faculty	Mary Van Buren
Tenured Faculty	Jamie Neilson
At-large member	Joseph DiVerdi

I. Meetings

The Committee on Non-Tenure Track Faculty (CoNTTF) met 17 times during the 2021-2022 academic year. All 17 meetings focused on moving forward with our proposals and recommendations to improve the circumstances of non-tenure track faculty (NTTF) at CSU.

Since all non-tenure track members of CoNTTF are now voting members of Faculty Council, our 9 college reps attended the **9 Faculty Council meetings** during 2021-2022.

08/24/21	Reviewed CoFG's revisions to C.2.1.3.2 and C.2.1.9 which made contract and continuing faculty eligible to serve as elected members of Faculty Council
9/7/21	Discussed problem of NTTF without a home department (joint appointments, SAUs, PLACE, Honors, Graduate school) and APs who teach but have no faculty appointment. Planned to contact EC to discuss further.
9/21/21	Prepared to meet with EC to discuss the unaffiliated NTTF situation.
10/5/21	Discussed allowing NTTF to be eligible for UDTs. Drafted an email to CoFG about CoNTTF members' eligibility to serve as officers of FC, unaffiliated NTTF, and APs with teaching appointments.
10/19/21	Discussed plans for Campus Equity Week.
11/2/21	Prepared for Adrianna Kezar's visit and met with her during our meeting.
11/16/21	Debriefed on Adrianna Kezar visit.
11/30/21	Discussed the Collective Bargaining Bill that was going through Colorado legislature.
1/18/22	Discussed auditing college codes to review for NTTF changes following process used by CHHS.
2/1/22	Reviewed response from CoFG with regard to our questions. They rejected the idea to allow CoNTTF members to count their time on the committee as eligible for

serving as officers, despite the fact that CoNTTF members were elected by NTTF to the committee from 2014-2020 and that all CoNTTF members serving as representatives have been eligible to vote in Faculty Council since 2018. The concerns about unaffiliated NTTF and APs who are teaching were deferred to the Provost's Office by CoFG.

- 2/15/22 Crafted recommendations to change E.2.1.3 and E.2.1.4 to be sent to CoRSAF.
- 3/1/22 Reviewed CoRSAF's motions on E.2.1.3 and E.2.1.4 to be sent forward to FC.
- 3/22/22 Discussed Professional Development opportunities for NTTF as provided in the Manual and drafted a message to the Provost's Office for information.
- 4/5/22 Met with VP Jenelle Beavers about the CST after its release and learned that the CST creators were unfamiliar with the history of NTTF at CSU.
- 4/8/22: Tom Conway met with CLA Assistance Chair of Student Success Ellie Light to discuss the code audit and what our findings mean for CLA.
- 4/19/22 Finalized code audit report to be sent to Provost's Office.
- 5/11/22 Celebration of the year's work and discussion of next steps.
- 5/17/22 Held elections for next year's CoNTTF officers.

II. Additional Meetings and Presentations Prepared by CoNTTF members

- 9/21/21 Chair presented letter to EC requesting assistance with unaffiliated NTTF, NTTF with joint appointments, and APs who teach without a faculty appointment.
- 9/30/21 Chair met with Sue Doe and Sue James.
- 10/26/21 Chair and Joseph DiVerdi ran an information session as part of Campus Equity Week.
- 10/28/21 Chair met with Sue Doe and Sue James.
- 10/29/21 CoNTTF held a listening session as part of Campus Equity Week.
- 11/8/21 CoNTTF members attended 3 events with consultant Adrianna Kezar.
- 11/18/21 Leann Kaiser and Ashley Harvey presented to the CHHS Advisory Committee.
- 11/19/21 Chair met with Sue Doe and Vivian Shyu about contracts.
- 12/15/21 James Neilson met with Dean Jan Nerger about CoNTTF activities in CNS.
- 1/13/22 Chair met with Matt Hickey about UDTs including NTTF.
- 4/6/22 Leann Kaiser and Ashley Harvey presented to the CHHS Advisory Committee.
- 4/12/22 Chair attended Workload Equity meeting.
- 4/28/22 Chair attended Workload Equity meeting.
- 5/11/22 Chair attended Workload Equity meeting.

III. Proposal Documents and Committee Process

Proposed revisions on C.2.1.3.2 and C.2.1.9 from CoFG were approved at the Faculty Council meeting on 9/7, which started to present CoNTTF a regular standing committee.

Reminder Letter to Executive Committee on requests from Spring 21 sent 9/21

Requests for considering 1) eligibility of CoNTTF members to serve as FC officers, 2) clarity for unaffiliated NTTF in FC representation, and 3) clarity on appointments for APs who are teaching were sent to CoFG Chair Steve Reising on 10/26. Reply 2/28. Response 2/18.

Proposed revisions to C.2.1.9.2 and C.2.1.9.5 from CoFG were approved at the Faculty Council meeting on 12/7, which confirmed CoNTTF as a regular standing committee and allowed Contract and Continuing faculty to serve on all Faculty Council standing committees..

Revisions to E.2.1.3 and E.2.1.4 sent to CoRSAF 2/28. Approved in Faculty Council 4/5.
Proposal to create an Administrator Award submitted to CST Inspiration Proposals and approved 3/1.
Code Audit Report sent to Provost's Office 5/11.

IV. Other Committee Business

Leadership and Committee Composition

- Jenny Morse served as Chair for 2021-22 and will serve as Co-Chair for 2022-2023.
- Steve Benoit served as Vice-Chair for 2021-2022.
- Olivia Arnold will serve as Co-Chair for 2022-2023.
- Christine Pawliuk served as Webmaster for 2021-2022.
- Scott Weibensohn will serve as Webmaster for 2022-2023.
- Pinar Omur-Ozbek served as our connection to Institutional Research and collects relevant data each year about NTTF at CSU for reports, articles, and outside requests for 2021-2022. She will continue in this role for 2022-2023.
- Leslie Stone-Roy served as the CoNTTF rep on the Committee on Teaching and Learning for 2021-2022.
- Sean Bryan will serve as the CoNTTF rep on the Committee on Teaching and Learning for 2022-2023.
- Tom Conway will serve as the CoNTTF rep on the Workload Equity Task Force for 2022-2023.
- Kendall Stephenson served as our graduate student rep for 2021-2022. We look forward to having an undergraduate and graduate student join us for 2022-2023.
- Christine Pawliuk will be rotating off to serve as the Libraries rep to Faculty Council.
- Scott Weibensohn has been elected to CoNTTF as the Libraries rep through 2025.
- Joseph DiVerdi will be serving as the CNS at-large rep to Faculty Council.
- Sean Bryan will continue to serve as the WCNR rep to CoNTTF through 2025.
- Olivia Arnold will serve as the CVMBs rep to CoNTTF through 2025.
- Ann Hess will serve as the CNS rep to CoNTTF through 2025.
- Jennifer Reinke will serve as the CHHS rep to CoNTTF through 2025.
- Suellen Melzer has decided to step down from serving as CAS rep and a new rep will be identified for Fall 2022.

Business

For the upcoming 2022-2023 Academic Year, CoNTTF expects to continue working on clarifying contracts, including NTTF as UDTS, delivering the Administrator Award, and participating in the Workload Equity Taskforce through Advance @ CSU.

Pay: Issues around salary compression, salary inversion, and salary equity continue to arise. This is as much a gender issue as it is an issue of pay. Central administration must review the salaries of all NTTF and establish guidelines for pay at each promotion level to ensure equity across credit hours and workload in spite of supposed "market forces" in individual units and disciplines.

Further areas for work include

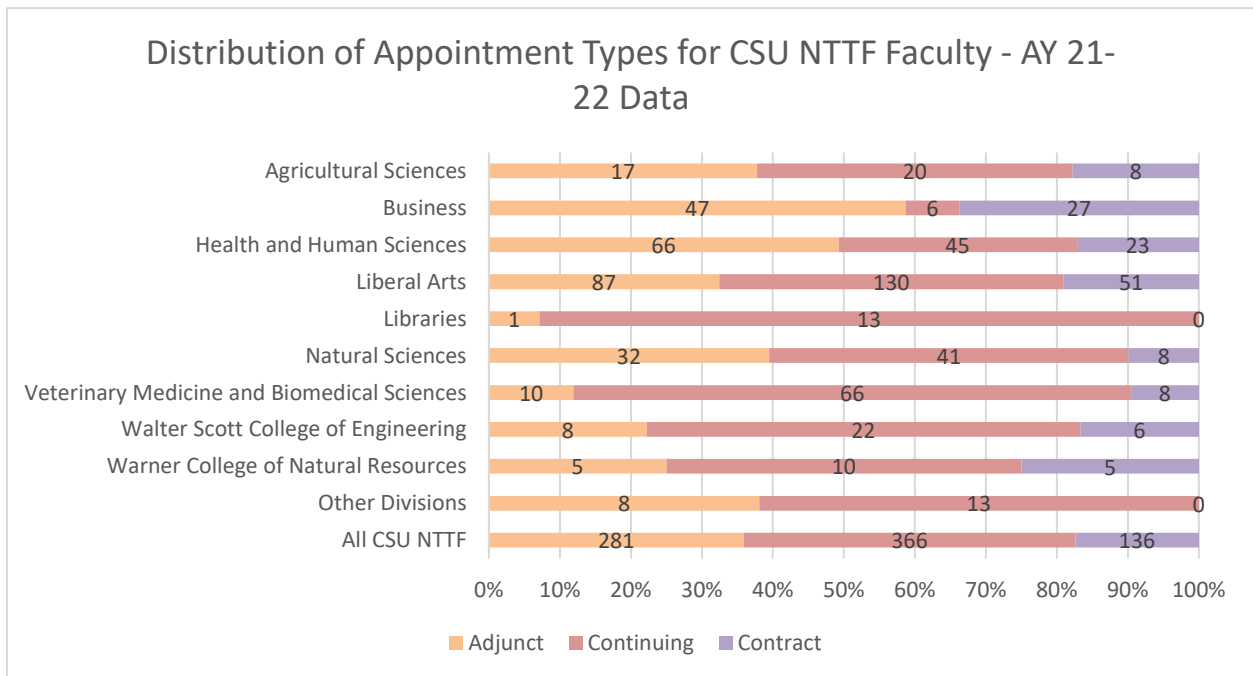
- Connecting with the Provost's Office so that CoNTTF works with them directly on all issues related to NTTF

- Educating department heads on Contract and Continuing appointments
- Increasing the number of NTTF on Contracts
- Improving the Contract language
- Supporting and determining shared governance pathways for NTTF without a home department
- Facilitating the annual NTTF Reception
- Asking for an audit of the budget, particularly to investigate how NTTF are being paid
- Continuing to explore unionization

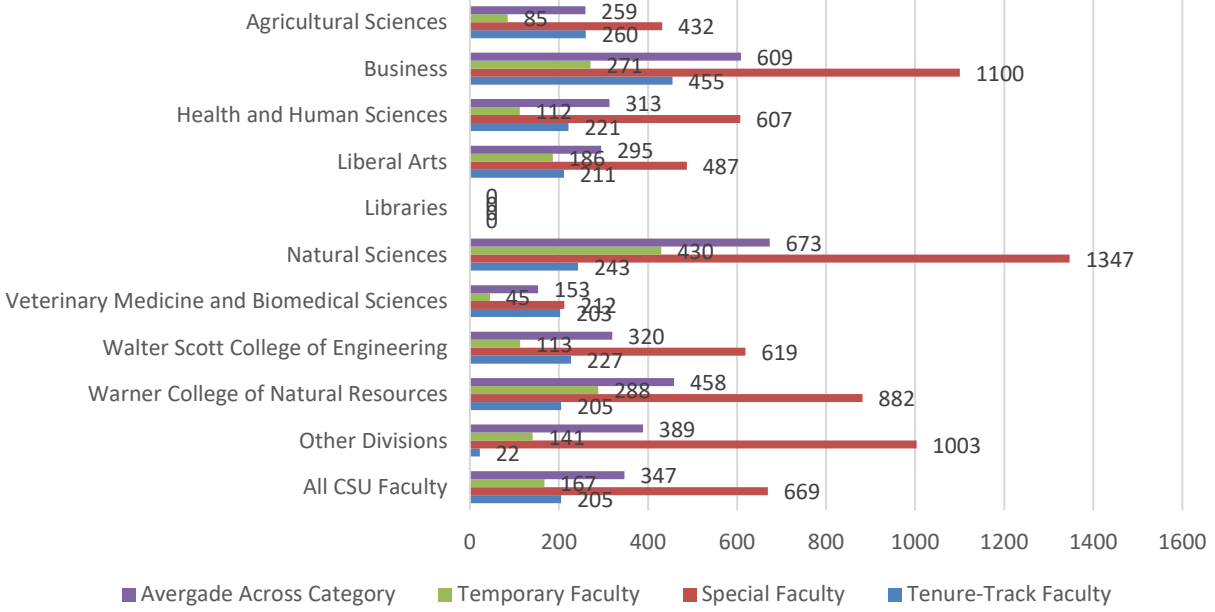
V. Graphic Representations of data from Institutional Research

Pinar Omur-Ozbek captured Institutional Research data from Fall 2021 in order to create a more concrete picture of the current circumstances of non-tenure track faculty at CSU. Please note that Institutional Research was unable to provide data according to gender for unknown reasons and that the data is still using the outdated “special” and “temporary” terminology because HR cannot update their system to match the terminology in the Faculty Manual.

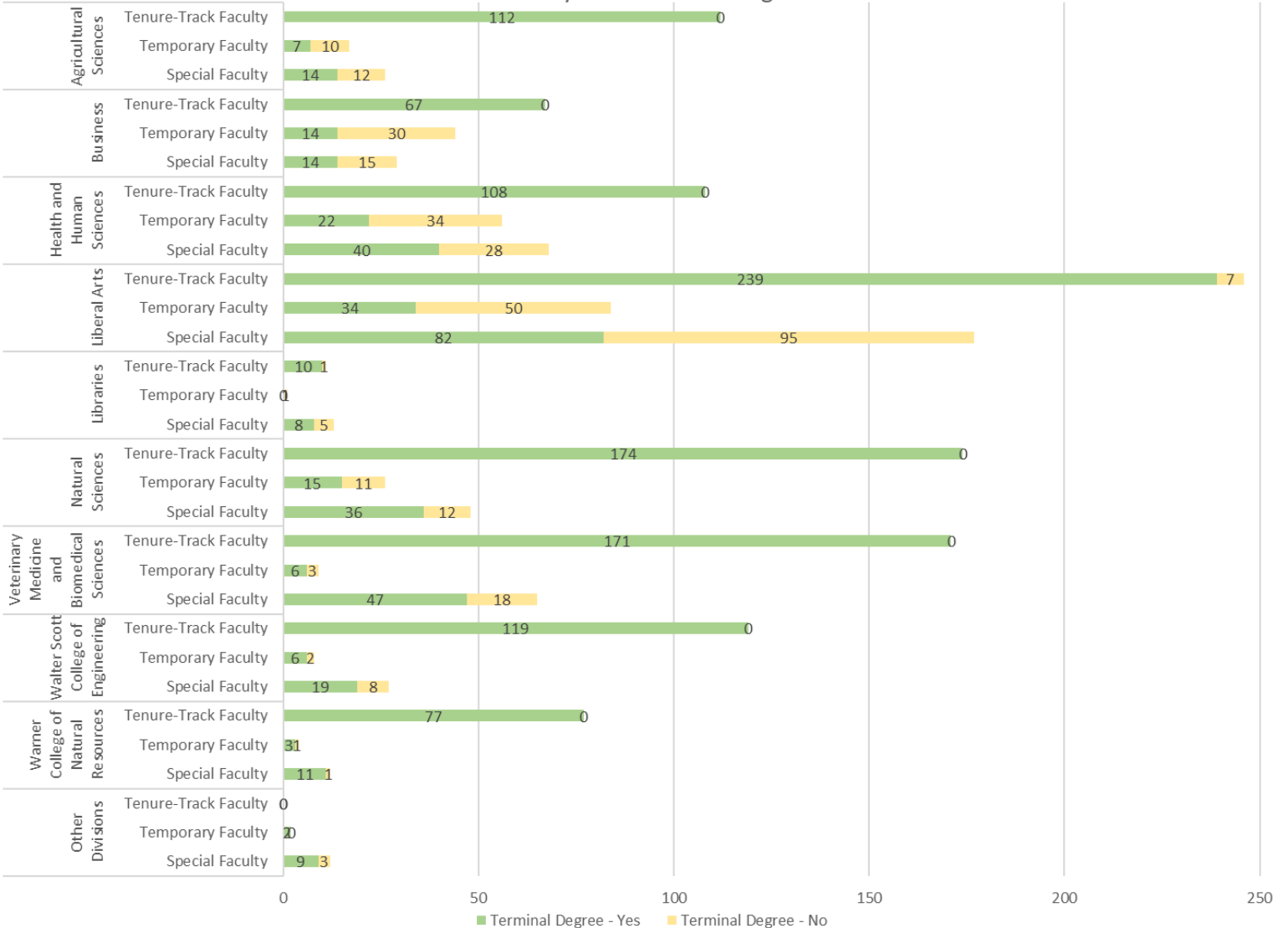
Below are the graphics created to represent that data.



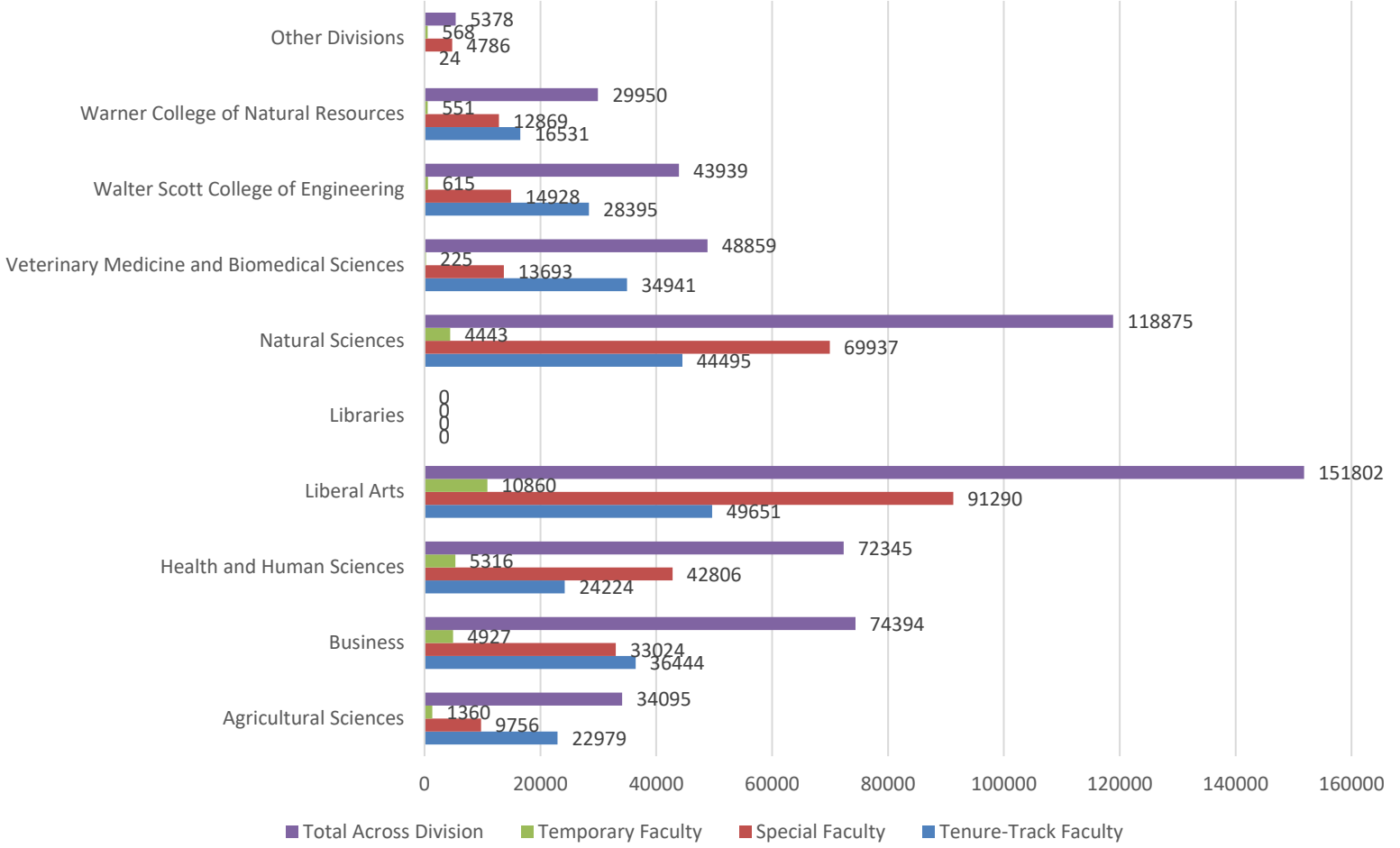
Average Student Credit Hour per Faculty Member AY 21-22



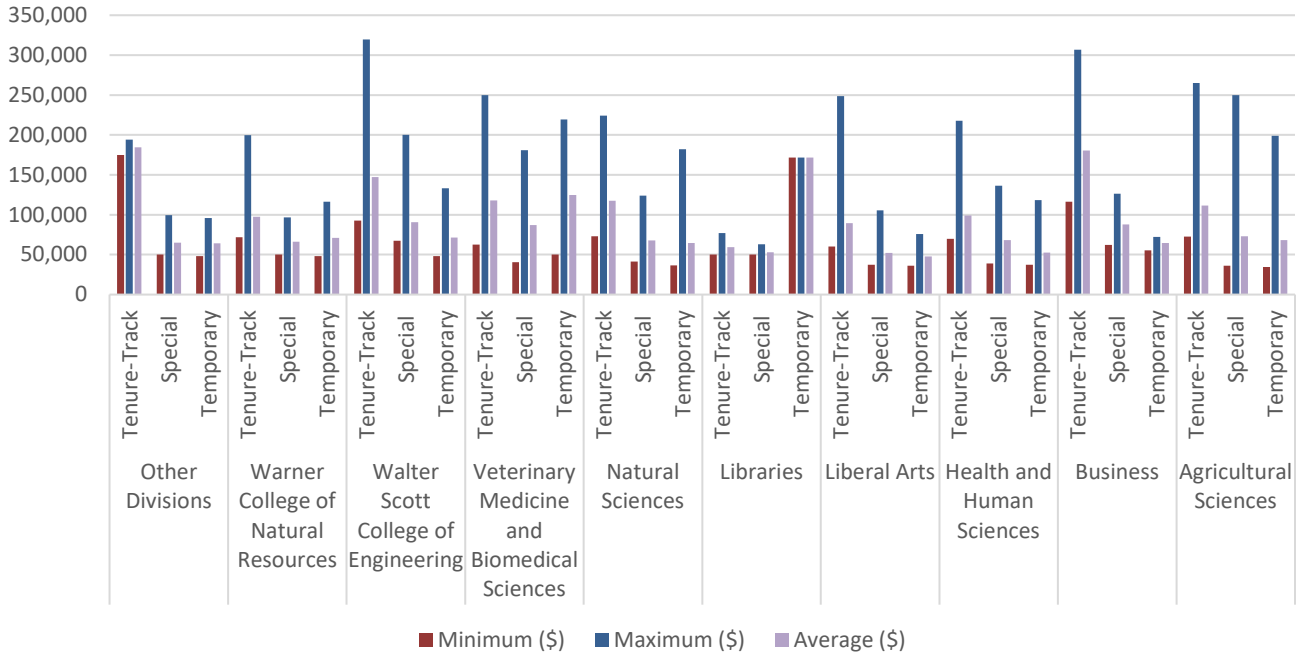
Number of Faculty with Terminal Degrees AY 21-22



Total Student Credit Hours Taught AY 21-22



Projected 9-Month Salary by Division, Faculty Category AY 21-22



Histogram of "Special" NTTF FTE (Fall 2021)

