

**COLORADO STATE UNIVERSITY COMMITTEE ON NON-TENURE TRACK  
FACULTY  
Annual Report for August 2022 to May 2023**

**MEMBERSHIP 2022-2023**

Agricultural Sciences	Ryan Brooks
Health and Human Sciences	Jennifer Reinke
Business	Jenny Morse, Chair
Engineering	Pinar Omur-Ozbek
Liberal Arts	Thomas Conway
Natural Resources	Sean Bryan
Natural Sciences	Ann Hess
Veterinary Medicine and Biomedical Sciences	Olivia Arnold
Libraries	Scott Wiebenson
Tenured Faculty	Mary Van Buren
Tenured Faculty	--
Graduate Student	Kendall Stephenson
Undergraduate Student	--
At-large member	Joseph DiVerdi

**I. Meetings**

The Committee on Non-Tenure Track Faculty (CoNTTF) met 16 times during the 2022-2023 academic year. All 16 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 also voting members of Faculty Council, our 9 college reps attended the **9 Faculty Council meetings** during 2022-2023 in addition to their service on the committee. Members of CoNTTF perform \*two\* service roles, which should be accounted for in both workload and compensation.

8/23/22	Reviewed operating procedures, identified roles for members, reviewed goals from Annual Report.
9/6/22	Discussed contracts with guest Richard Eykholt, UGO.
9/20/22	Received reports from AAUP, Workload Equity Task Force, and GWOC liaisons. Discussed Campus Equity Week plans.
10/4/22	Finalized Campus Equity Week plans.
10/18/22	Discussed Parking Subsidy idea, CLA attempt to change language around Contracts, and finalized Campus Equity Week marketing.
11/1/22	Debriefed on Campus Equity Week, reviewed Contract language and suggested improvements, discussed data that would be useful to collect, and reviewed website updates.

11/15/22	Started discussing a service audit, continued to reflect on website, discussed salary challenges around inversion, compression, and being below a living wage for the area.
11/29/22	Planned questions and strategy for service audit.
1/24/23	Finalized questions and documents for service audit, reviewed updates to contract legislation.
2/7/23	Reviewed motion to C.2.1.3.1 on that day's Faculty Council meeting, reviewed service audit progress, reviewed NTTF/CCA Task Force report, connected with legislators on contract bill.
2/21/23	Reviewed NTTF/CCA Task Force report with guest Christine Pawliuk.
3/7/23	Discussed results of service audit.
3/21/23	Met with guests from AAUP, reviewed website, discussed Service Calculator, started rough draft of Service Audit Report.
4/4/23	Continued work on website, Service Calculator, and Service Audit Report.
4/18/23	Finalized Service Audit Report, discussed living wage proposal from APC.
5/2/23	Held elections for next year's CoNTTF officers, discussed Annual Report.

## **II. Additional Meetings and Presentations Prepared by CoNTTF members**

9/9/22	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
9/21/22	Sean Bryan met with the WCNR NTTF/CCA committee.
9/26/22	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
9/30/22	Ann Hess met with CNS NTTF/CCAF.
10/10/22	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
10/24/22	Jenny Morse and Joseph DiVerdi ran an information session on Contracts vs Continuing as part of Campus Equity Week. Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
10/28/22	CoNTTF held a listening session as part of Campus Equity Week. Ann Hess met with CNS NTTF/CCAF.
11/7/22	Ryan Brooks met with College of Agriculture CCAF Committee.
11/10/22	Sean Bryan met with the WCNR NTTF/CCA committee. Ann Hess met with CNS NTTF/CCAF.
11/14/22	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
11/18/22	Jenny Morse met with College of Business NTTF committee.
11/28/22	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
11/29/22	Ryan Brooks updated Animal Sciences CCAF.
12/5/22	Ryan Brooks met with College of Agriculture CCAF Committee.
12/12/22	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
1/30/23	Ryan Brooks updated Animal Sciences CCAF.

2/6/23	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
2/8/23	Ryan Brooks met with College of Agriculture CCAF Committee.
2/13/23	Ann Hess met with CNS NTTF/CCAF.
2/20/23	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
2/22/23	Jenny Morse, Joseph DiVerdi, and Christine Pawliuk met with State Representative Eliza Hamrick to discuss the bill to extend contracts to 5 years.
3/1/23	Scott Wiebensohn provided an update to the Library Faculty Council.
3/2/23	CoNTTF members attended the Budget Town Hall sponsored by AAUP and GWOC.
3/6/23	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
3/7/23	Jenny Morse, Chair, gave an update to Faculty Council on the state of the appointment types and promotion pathways 5 years after their creation.
3/8/23	Ryan Brooks met with College of Agriculture CCAF Committee.
3/20/23	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
3/22/23	Ann Hess met with CNS NTTF/CCAF.
3/24/23	Jenny Morse met with College of Business NTTF committee.
3/27/23	Sean Bryan met with the WCNR NTTF/CCA committee.
4/3/23	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
4/5/23	Ryan Brooks met with College of Agriculture CCAF Committee.
4/17/23	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
4/21/23	Ann Hess met with CNS NTTF/CCAF.
4/28/23	Jenny Morse met with College of Business NTTF committee.
5/1/23	Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force.
5/3/23	Scott Wiebensohn provided an update to the Library Faculty Council.
5/5/23	Tom Conway and the Workload Equity Task Force presented to the CLA Council of Chairs.
5/15/23	Jenny Morse met with State Representative Judy Amabile to discuss additional legislation to support non-tenure track faculty.

### III. Proposal Documents and Committee Process

**Proposed revisions on E.2** from CoRSAF were approved at the Faculty Council meeting on 10/4, which clarified when contracts should be offered and how voting rights should be codified for NTTF outside of departments.

**CCA Explained** graphic created for Campus Equity Week and available on [nttf.colostate.edu](http://nttf.colostate.edu) (and included below).

**Proposed revisions to C.2.1.3.1** from CoFG were approved at the Faculty Council meeting on 2/7, which created one Faculty Council member to represent all Contract and Continuing Faculty outside of departments.

**CoNTTF Update: 5 Years Since Appointment and Promotion Pathway Changes** presented to Faculty Council 3/7.

**Code Audit Report on Service and Service Calculator** sent to Provost's Office and Faculty Council 4/26.

**FAQ proposal** created for Allies & Advocates Toolkit on 5/9 under the ADVANCE grant in response to questions frequently directed to the Committee on Non-Tenure Track Faculty.

#### IV. Other Committee Business

##### Leadership and Committee Composition

- Jenny Morse served as Chair for 2022-23.
- **Ryan Brooks** will serve as **Chair** for 2023-2024.
- **Olivia Arnold** served as **Vice-Chair** for 2022-2023 and will continue for 2023-2024.
- Scott Wiebensohn will serve as Webmaster for 2022-2023 and will continue for 2023-2024.
- 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 2022-2023.
- Ann Hess will serve as our connection to Institutional Research and collect the relevant data about NTTF for 2023-2024.
- Sean Bryan served as the CoNTTF rep on the Committee on Teaching and Learning for 2022-2023. We will need to confirm this role for 2023-2024.
- Tom Conway served as the CoNTTF rep on the Workload Equity Task Force for 2022-2023 and will continue in this role for 2023-2024.
- Kendall Stephenson served as our graduate student rep for 2022-2023.
- We look forward to having an undergraduate and graduate student join us for 2023-2024.
- **Mary van Buren** has agreed to another term as one of our **tenure-line members for 2023-2026**.
- **We still need to identify a 2<sup>nd</sup> tenure-line member to serve on our committee.**
- **Jenny Morse** has been re-elected to the committee through **2026**.
- **Pinar Omur-Ozbek** will be rotating off the committee to serve as a Faculty Council representative for her college.
- **Karen Thorsett-Hill** has been elected as the new COE representative through 2026.

##### Business

For the upcoming 2023-2024 Academic Year, CoNTTF expects to continue working on clarifying the Contract appointment type as the most secure for non-tenure track faculty, advocating for increased faculty on Contracts, and encouraging the use of 5 years as the term for contracts as approved by the Colorado Legislature. We will also continue to work on workload equity both directly through Tom Conway's service on the Taskforce and through making progress on our recommendations in the Service Code Audit Report provided to the Provost's Office and Faculty Council.

Pay: Issues around salary compression, salary inversion, and salary equity have reached extreme disparity with no resolutions or solutions in sight for 2023-2024. CoNTTF supports the Administrative Professional Council's proposal for a standard dollar amount cost of living wage to

be applied to all faculty. We would also encourage new ideas around salary exercises and salary adjustments including devoting funds to uniformly raise all salaries below a living wage for Fort Collins, even if that means salaries at the top end forgoing salary increases. Pay issues are as much about gender as they are compensation. 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.
- Improving workload equity for NTTF, especially with regard to service.
- Determining the best appointment type moving forward for non-tenure track faculty and what that involves, whether it’s eliminating the Continuing appointment, creating teaching tenure, or something else.
- Educating HR, Department Heads, Deans, and Faculty on the Colorado Law allowing contracts to be awarded for up to 5 years.
- Updating the Provost’s template on Contracts.
- Increasing the number of NTTF on Contracts.
- 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 2022 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.

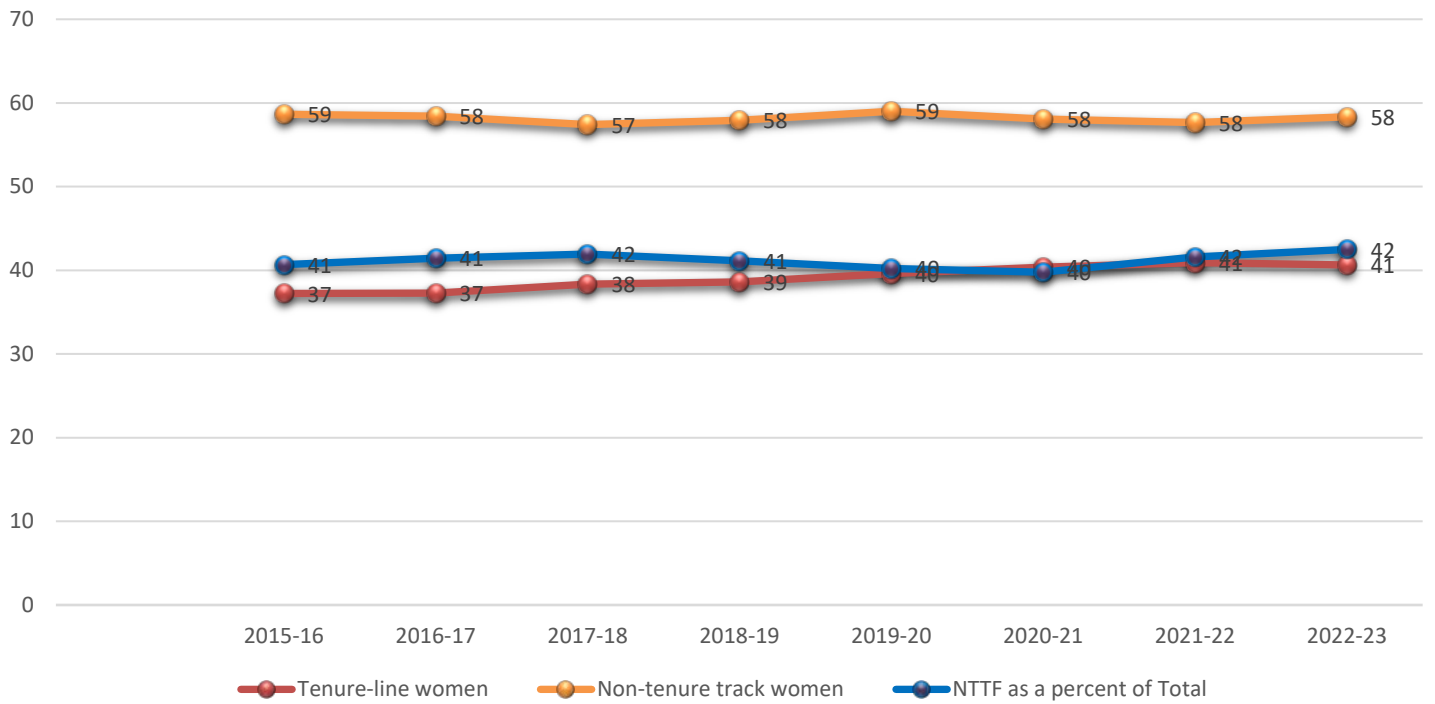
Future graphics should also investigate retention of non-tenure track faculty.

Below are the graphics created to represent that data.

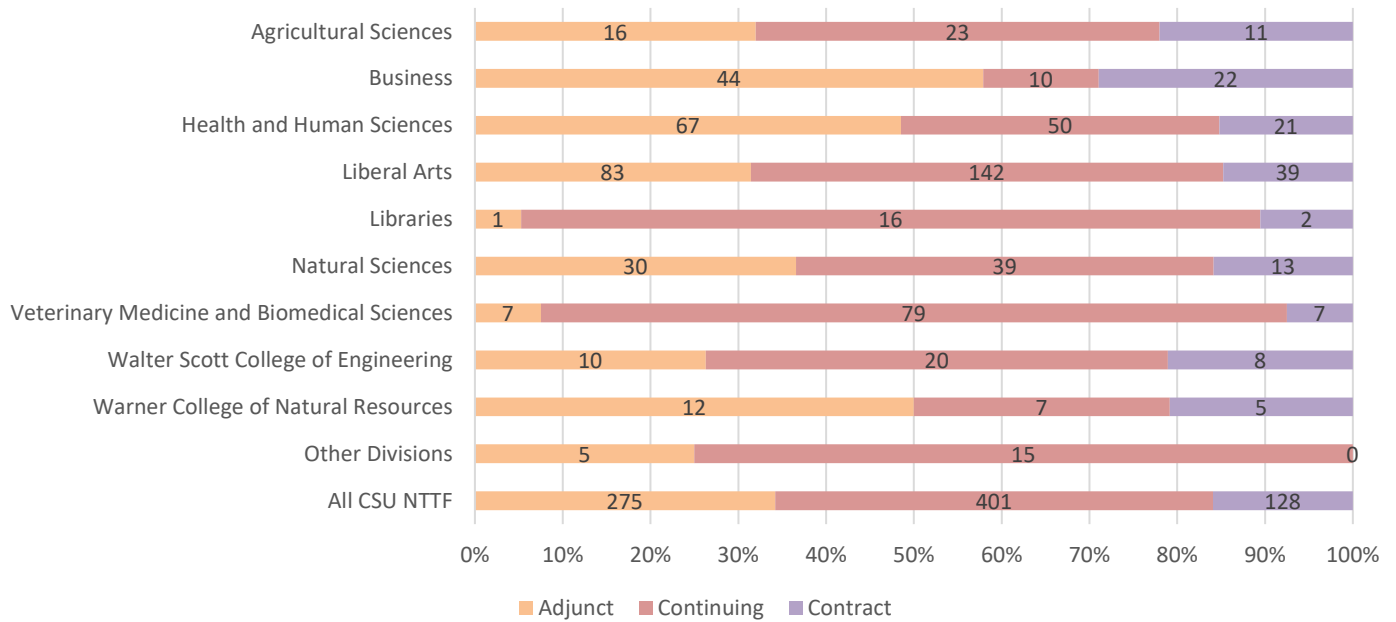
### NTTF at each rank and % on Contracts



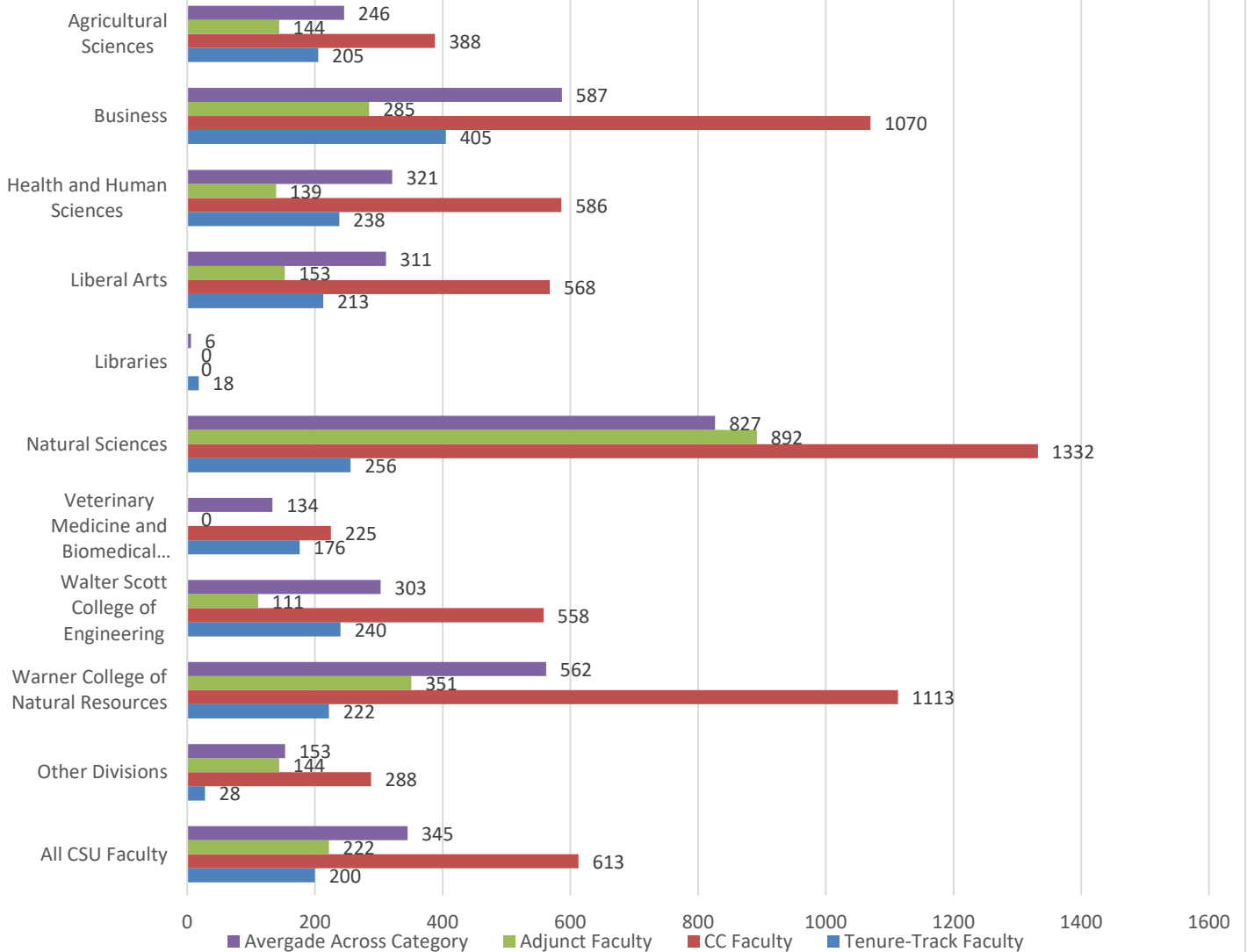
### Women in the Faculty



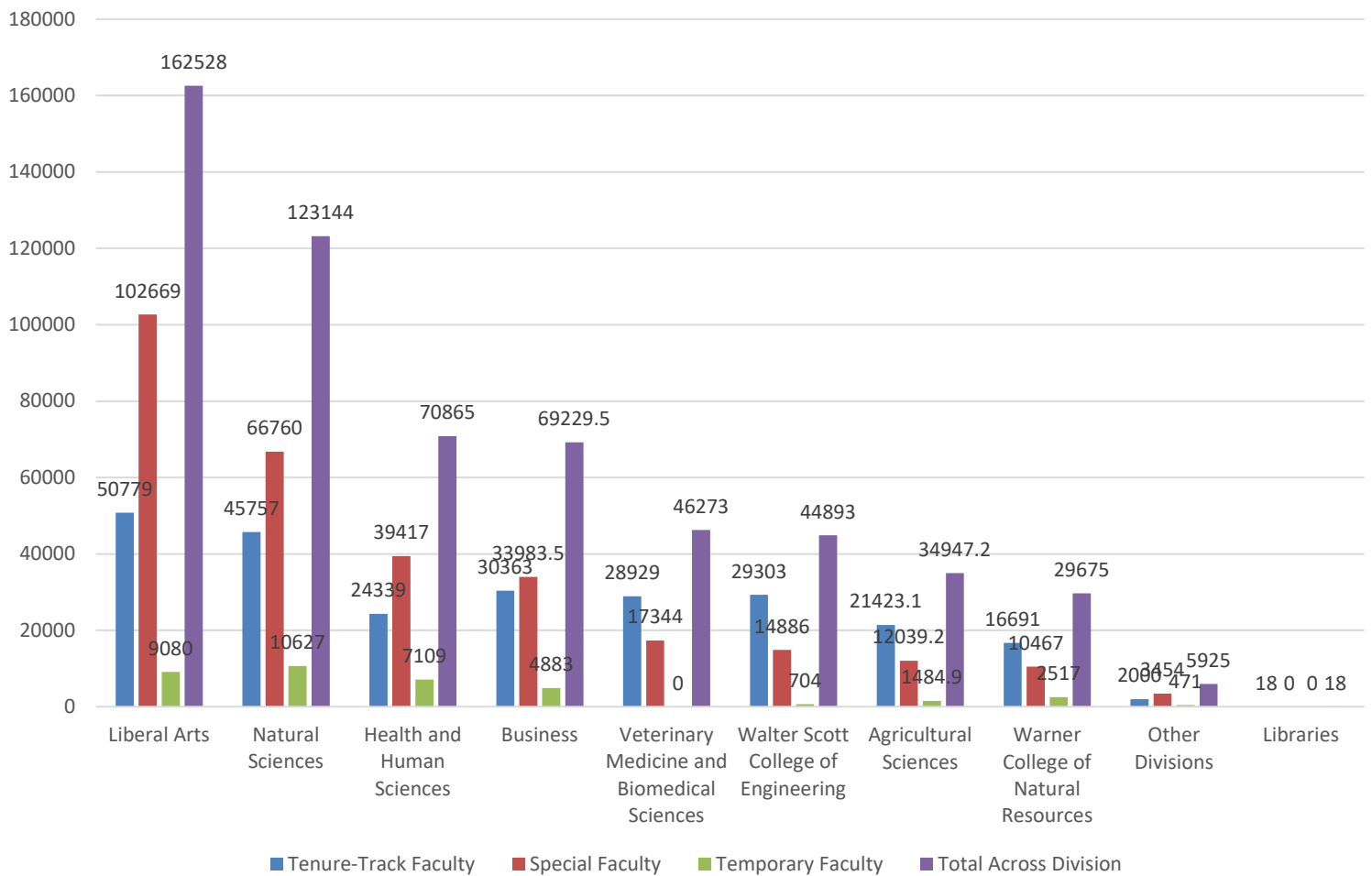
## Distribution of Appointment Types for CSU NTTF Faculty - AY 22-23 Data



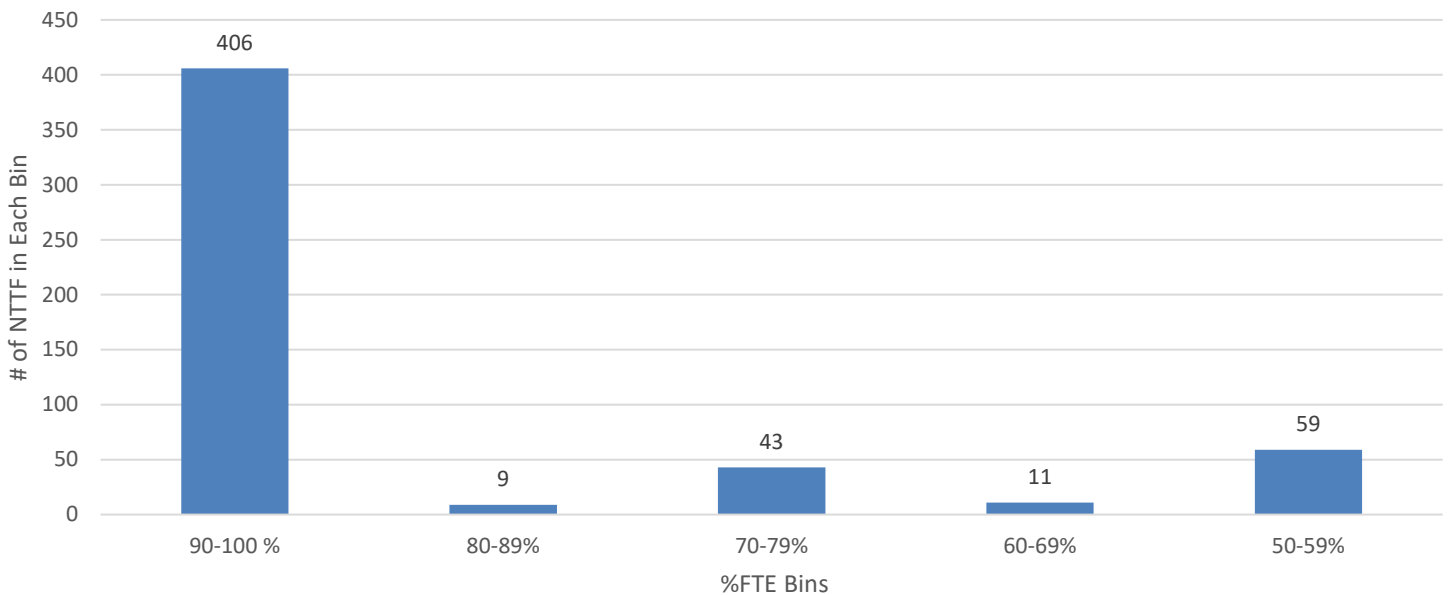
## Average Student Credit Hours per Faculty Member AY 22-23



### Total Student Credit Hours Taught AY 22-23

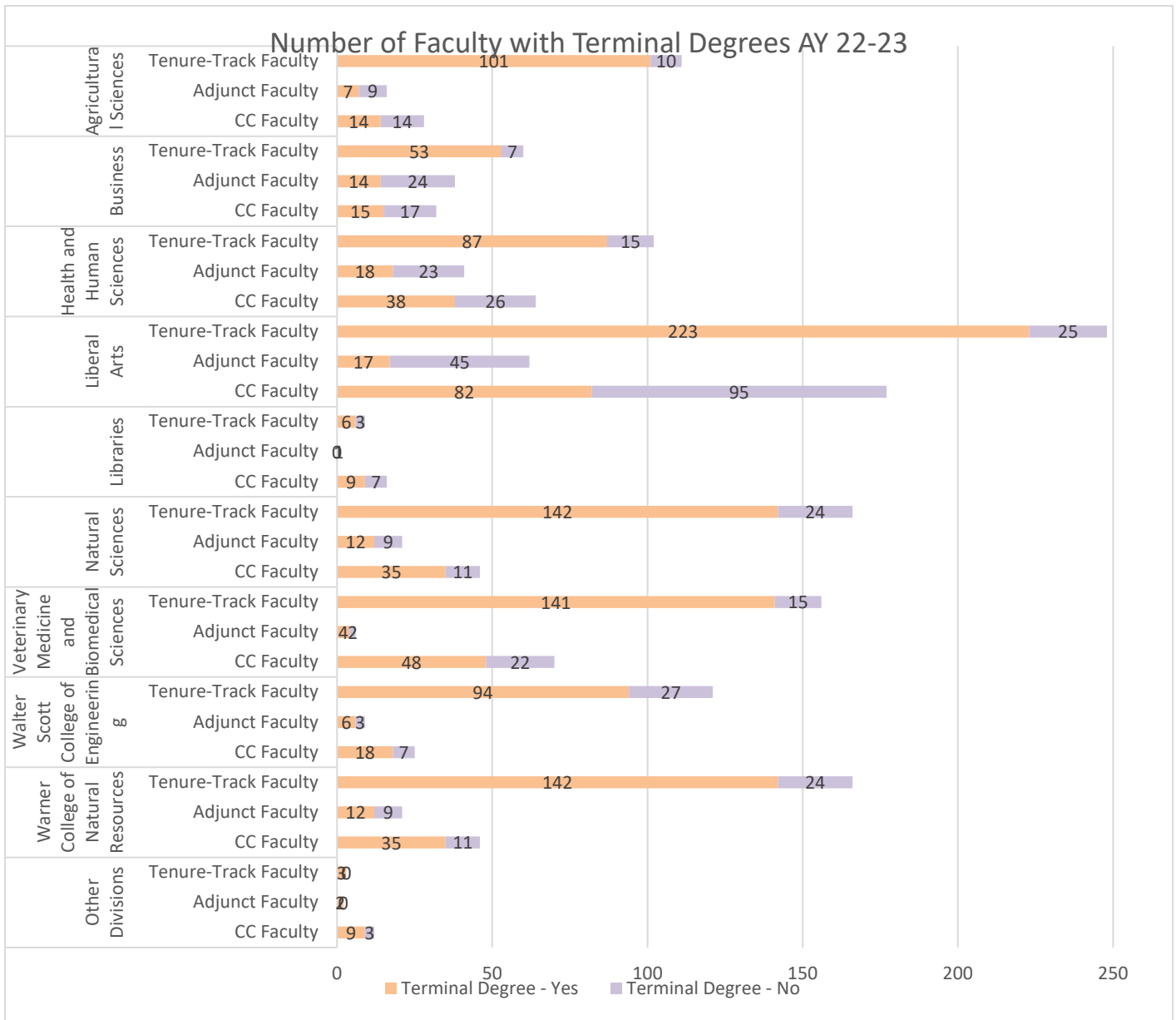


### Histogram of "Special" NTTF FTE (Fall 2023)





## Number of Faculty with Terminal Degrees AY 22-23



## Projected 9-Month Salary by Division and Faculty Category AY 22-23

