

# NTTF

## Appointment Types and Promotion Pathways to Full Professor

Ryan Brooks, Chair of CoNTTF



Colorado State University



### Objectives



NTTF Appointment Types



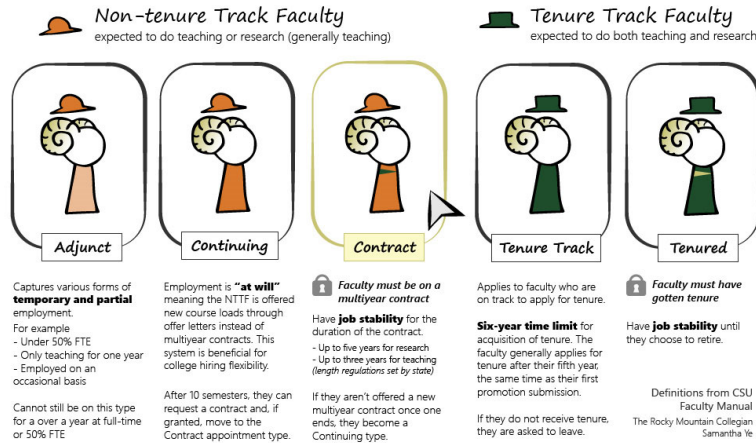
Promotion Pathways



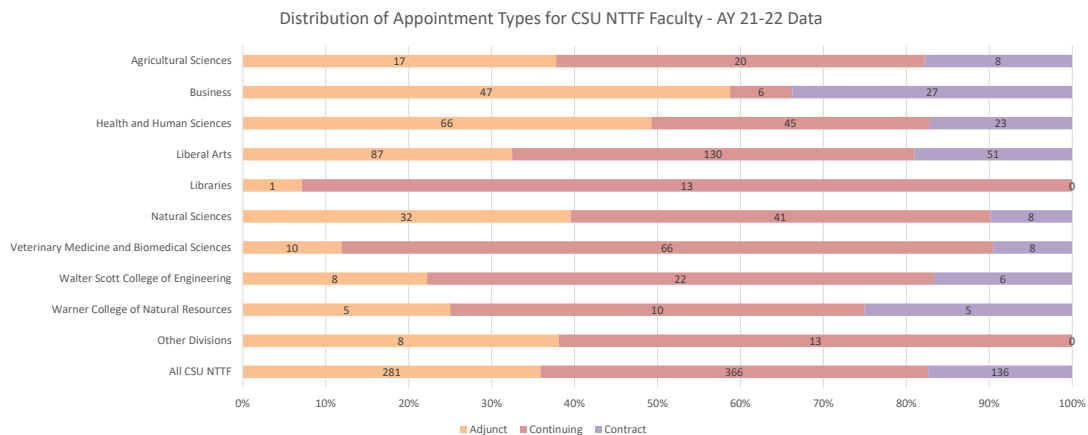
Equity and Other Issues

# Appointment Types

## Fill an Appointment Type



# Distribution of Appointment Types



Goal = 90% NTTF on Contracts

## Appointment Types Recap

	Adjunct	Continuing	Contract
# of Faculty	275	401	128
Eligible for Promotion	No	Yes	Yes
Vote/Serve FC	No	Yes	Yes
At Will Employee	Yes	Yes	No
Grievable Termination	No	No	Yes
End Date in System	No	No	Yes

## Adjunct

### 275 Faculty Members in 2022-2023

- Less than 50% time indefinitely
  - For people who have another job or get benefits through another provider
- Over 50% for 2 consecutive semesters
  - Then have to be moved to Contract/Continuing to ensure benefits
- Not eligible for promotion
- Not eligible to vote for Faculty Council representatives
- Not eligible to serve as Faculty Council or committee representatives

## Continuing

### 401 Faculty Members in 2022-2023

#### Strengths

- Not marked with an end date in the HR system
- Eligible for promotion
- Employee shall be given serious consideration for conversion to a contract after 10 semesters, denial must be answered in writing

#### Weaknesses

- Completely **at will**
- Not renewing and can be ended **at any time for any reason**
- Not part of CoNTTF or CoRSAF's original plans
- Allows administration **to retain maximum flexibility**
- Without term limits, so can be used ongoing by administration without written reasoning

## Contract

### 128 Faculty Members in 2022-2023

- Backed by Colorado legislature
- Grievable if terminated (through processes in the Faculty Manual)
- Renewing (new contract or notification that it will be allowed to expire 1 year in advance)
- Required to be responded to in writing if a faculty member asks for one and is denied
- The goal appointment for CoNTTF to create more job security for faculty off the tenure track
- Eligible for promotion
- When ended, employee reverts to Continuing rather than losing their job immediately

#### Weaknesses

- Contract language
- Marked by an end date in the HR system



## Contract Appointment Origins

### **HB-1144: Authorizing Higher Education Multi-Year Contracts For Non-Tenure Track Faculty** Rep. Randy Fischer/Senator Bob Bacon 2012 Colorado Legislature

#### **What the Bill Does:**

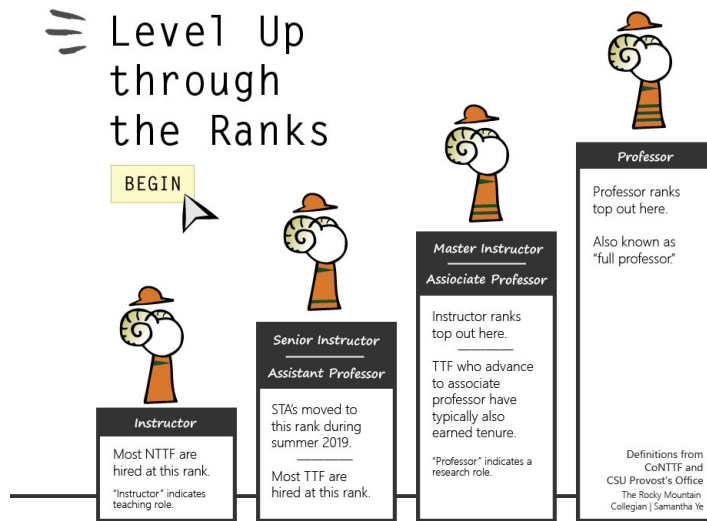
- Amended Section 24-19-104 of state statute to enable, but not mandate, institutions of higher education to offer multi-year contracts to non-tenure track faculty
- **Just changed to up to 5 years for teaching**; up to 5 years for research
- Allows contracts to be terminated without penalty due to financial exigencies or if the institution lacks the cash reserves to satisfy the terms of the contract
  - Removed “at a minimum” language in recent amendment



## Pathways to Promotion



## Ranks and Tracks



## Comparisons – Ranks and Tracks

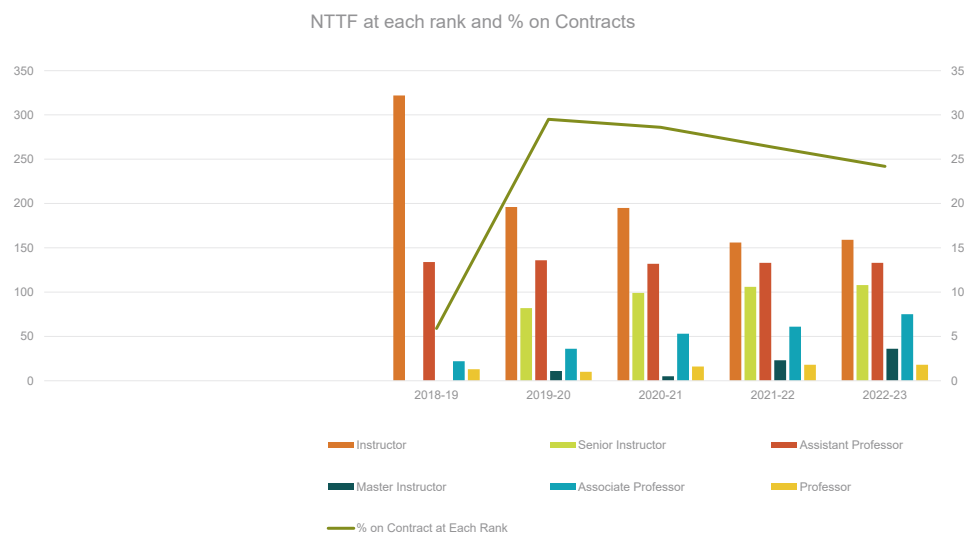


Figure 1. Career Promotion Pathways for CCAF: Instructor and Professor

Instructor Pathway *	Professor Pathway *
<p><b>Rank/ HR Classification: Instructor</b> <b>Working Title: Instructor</b></p> <p><b>Required:</b></p> <ul style="list-style-type: none"> <li>Minimum <a href="#">Master's</a> degree (or commensurate specialized experience/training)</li> <li>Minimum of 2 years professional experience</li> </ul> <p><b>Preferred:</b></p> <ul style="list-style-type: none"> <li>Teaching experience in higher education setting</li> </ul>	<p><b>Demonstrated Excellence in the following areas (dependent on FTE):</b></p> <ul style="list-style-type: none"> <li><a href="#">Leadership in Teaching</a> – as defined below and with <i>comprehensive evaluations of these innovations</i></li> <li><a href="#">Leadership and Productivity in Research</a></li> <li><a href="#">Service to Campus/ University</a> beyond the department that draws upon the individual's <a href="#">expertise</a></li> </ul>
<p><b>Rank/ HR Classification: Senior Instructor</b> <b>Working Title: Senior Instructor</b></p> <p><b>Required:</b></p> <ul style="list-style-type: none"> <li>Minimum <a href="#">Master's</a> degree (or commensurate experience) OR Instructor Rank</li> <li>Minimum of 5 years professional experience as instructor (or equivalent)</li> </ul> <p><b>Preferred:</b></p> <ul style="list-style-type: none"> <li>Teaching experience at CSU</li> </ul> <p><b>Demonstrated Excellence in the following areas (dependent on FTE):</b></p> <ul style="list-style-type: none"> <li><a href="#">Effectiveness in Teaching</a> – As defined <a href="#">below</a></li> <li><a href="#">Continuing education</a>- 5 hours per year</li> <li><a href="#">Service to the department</a> that draws upon the individual's <a href="#">expertise</a></li> </ul>	<p><b>Rank/ HR Classification: Assistant Professor</b> <b>Working Title: Assistant Professor of Practice</b></p> <p><b>Required:</b></p> <ul style="list-style-type: none"> <li>Discipline specific terminal degree</li> </ul> <p><b>Preferred:</b></p> <p>Record of achievement in the areas of instruction, Research, and Service</p> <p><b>Demonstrated Excellence in the following areas (dependent on FTE):</b></p> <ul style="list-style-type: none"> <li><a href="#">Effectiveness in Teaching</a> – As defined <a href="#">below</a></li> <li><a href="#">Quality of Research</a>- As defined <a href="#">below</a></li> <li><a href="#">Service to the department</a> that draws upon the individual's <a href="#">expertise</a></li> </ul>
<p><b>Rank/ HR Classification: Master Instructor</b> <b>Working Title: Master Instructor</b></p> <p><b>Required:</b></p> <ul style="list-style-type: none"> <li>Minimum <a href="#">Master's</a> degree (or commensurate experience) OR Senior Instructor Rank</li> <li>Minimum of 5 years professional experience as Senior instructor (or equivalent)</li> </ul> <p><b>Preferred:</b></p> <ul style="list-style-type: none"> <li>Teaching experience at CSU</li> </ul>	<p><b>Rank/ Classification: Full Professor</b> <b>Working Title: Full Professor of Practice</b></p> <p><b>Required:</b></p> <ul style="list-style-type: none"> <li>Discipline specific terminal Degree OR Associate Professor Rank</li> <li>10 years of professional experience</li> </ul> <p><b>Demonstrated Excellence in the following areas (dependent on FTE):</b></p> <ul style="list-style-type: none"> <li><a href="#">Leadership in Teaching</a> – as defined below and with <i>comprehensive evaluations of these innovations</i></li> <li><a href="#">Sustainability in Research</a></li> <li><a href="#">Service to Communities</a> and partners beyond the University that draws upon the individual's <a href="#">expertise</a></li> </ul>

\* Instructor pathway: Majority of workload in instruction on an averaged and annualized basis

\* Professor pathway: Variable workload in instruction, research and/or service on an averaged and annualized basis

## Equity and Other Issues

- Workload Equity
- Women and NTT
- Salary Equity
- Faculty Success
  - Onboarding
  - Mentorship



WHAT DOES THIS  
MEAN TO YOU?



EFFORTS BY WETF,  
ADVOCATES AND  
ALLIES, COGEN, AND  
CONTTF



WORKLOAD  
DOCUMENTS WITHIN  
DEPARTMENTS



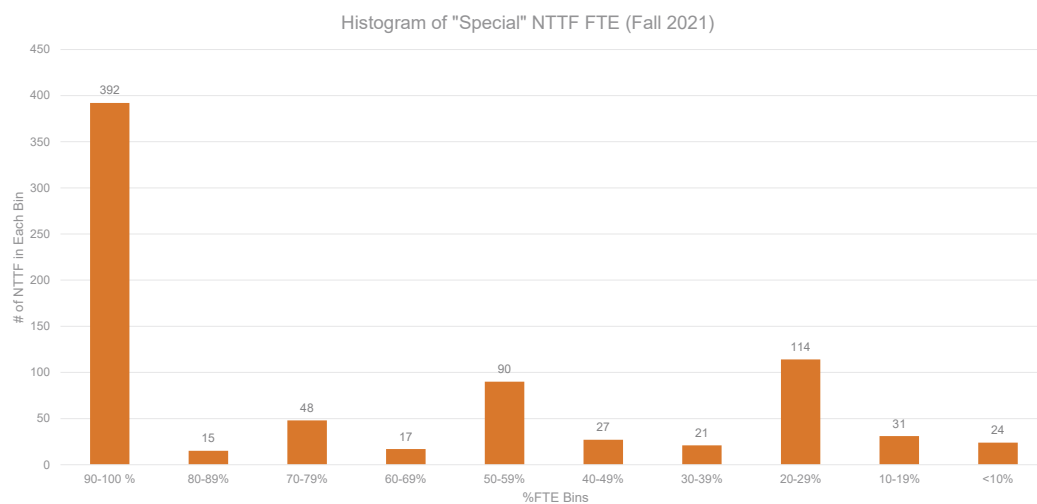
WORKLOAD  
CALCULATORS



RESOURCES

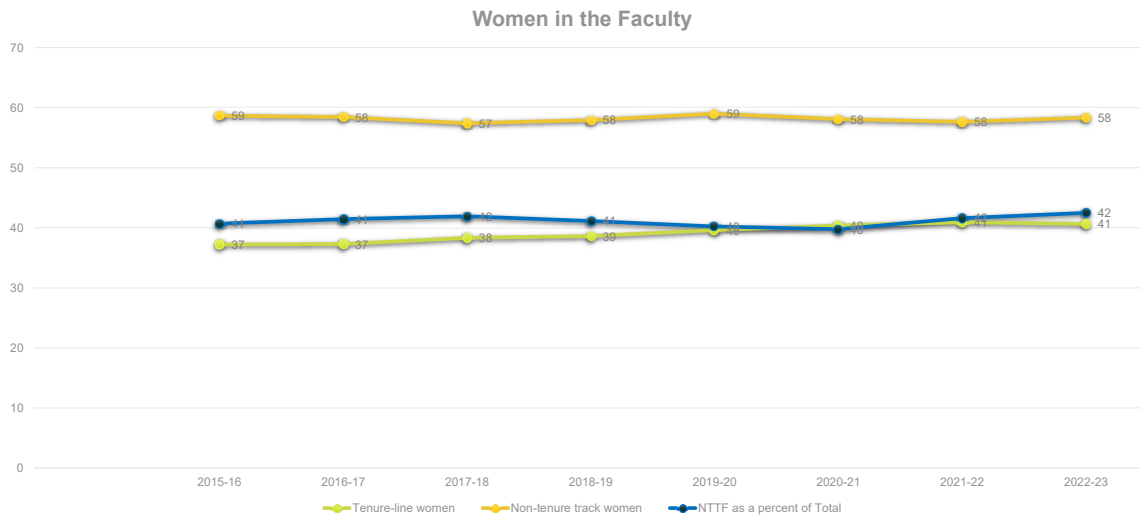
## Workload Equity

## How much are NTTF working?

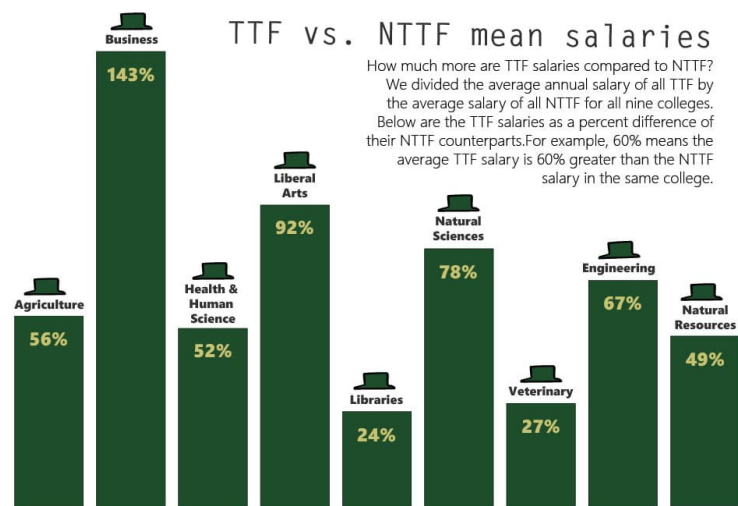




# Women and NTT @ CSU



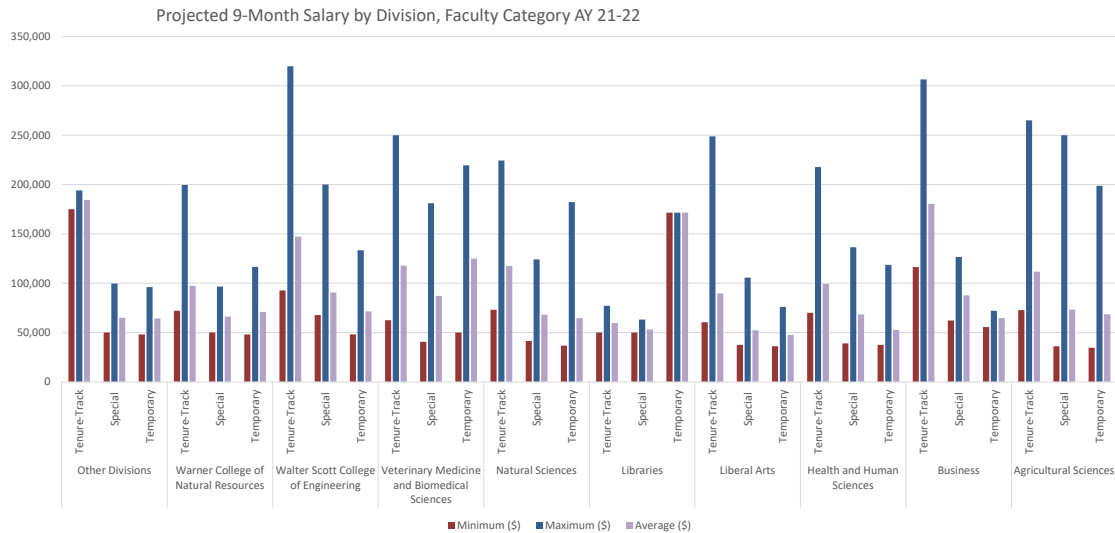
## Compensation Comparison



Data calculated from CSU's Institutional Research, Planning and Effectiveness service report October 2018

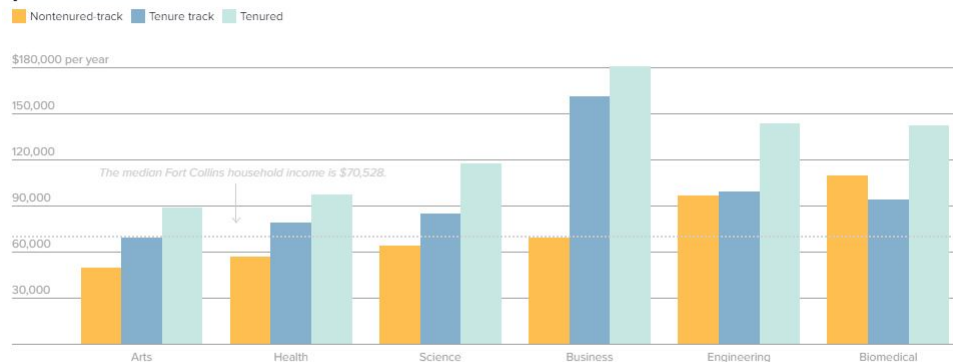
The Rocky Mountain Collegian | Samantha Ye

# Salaries



# Salaries

## Nontenured-track faculty earn significantly less than tenure track or tenured professors

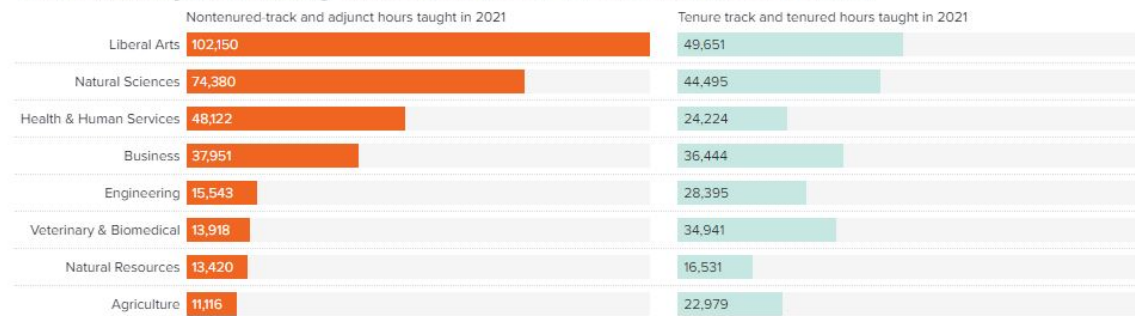


Note: Veterinary sciences are included in the biomedical category.

Chart: Jenny Brundin • Source: Colorado State University Office of Institutional Research, Planning and Effectiveness and the U.S. Census Bureau American Community Survey, 2016-2020 5-year estimates.

# Salaries

## The lowest-paid faculty teach the most combined credit hours



Note: Temporary instructors are also called adjunct instructors. Hours represent total student credit hours taught in the 2021-22 academic year at Colorado State University.

Chart: CPR News • Source: [Colorado State University Office of Institutional Research, Planning and Effectiveness](#)



Faculty Success



## Faculty Success

- How do we support our faculty?
  - Onboarding
  - Mentorship
  - <https://facultysuccess.colostate.edu/>
  - Faculty Success Open House

## Questions and Discussion



# Thank you



Colorado State University

