

**COLORADO STATE UNIVERSITY COMMITTEE ON NON-TENURE TRACK
FACULTY
Annual Report for August 2023 to May 2024**

MEMBERSHIP 2023-2024

| | |
|---|--|
| Agricultural Sciences | Ryan Brooks, Chair |
| Health and Human Sciences | Jennifer Reinke |
| Business | Chris Becker |
| Engineering | Karen Thorsett-Hill |
| Liberal Arts | Thomas Conway |
| Natural Resources | Sean Bryan |
| Natural Sciences | Ann Hess |
| Veterinary Medicine and Biomedical Sciences | Olivia Arnold, Vice Chair |
| Libraries | Scott Wiebensohn (Fall Semester) |
| Libraries | Anna Ferri (Interim – Spring Semester) |
| Tenured Faculty | Mary Van Buren |
| Tenured Faculty | -- |
| Graduate Student | Cassandra Puletapuai |
| Undergraduate Student | Michael Stella |

I. Meetings

The Committee on Non-Tenure Track Faculty (CoNTTF) met 18 times during the 2023-2024 academic year. All 18 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 **8 Faculty Council meetings** during 2023-2024 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.

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|---------|---|
| 8/21/23 | Reviewed operating procedures, discussed external roles as CoNTTF reps, discussed objectives for Fall 2023 |
| 9/5/23 | Discussed Faculty Success Open House, received update and discussed University Budget Model Redesign, discussed ideas for Campus Equity Week |
| 9/18/23 | Received update on Budget Model Redesign and CoSFP, discussed filling of CoNTTF rep for Advocates and Allies as well as open positions on CoNTTF, discussed NTTF Service Awards/UDTS, discussed Campus Equity Week, discussion of workload documents and a reviewed an example |
| 10/3/23 | Received updates on Faculty Success Open House, Budget Model Redesign, Salary/Compensation Equity, Advocates and Allies, and UDTS Award, discussed Campus Equity Week activity to be led by CoNTTF, discussed workload document, discussed onboarding and mentorships role in faculty success |

- 10/16/23 Chair Smith present, discussed Campus Equity Week presentation and social, discussed language surrounding 5-yr contracts, appointed IR rep for CoNTTF data, discussed onboarding for NTTF, discussed workload equity
- 10/31/23 Received update on Budget Model Redesign and Salary/Compensation Equity subcommittee within CoSFP, debriefed on Campus Equity Week, discussed employee housing and surrounding issues, discussed NTTF contract language and need of update to Faculty Manual, discussed of UDTS, discussed current issues facing NTTF
- 11/13/23 Met with Mike Palmquist to discuss University Distinguished Teaching Scholar, received update on Budget Model Redesign and CoSFP, discussed E.6 revision passing at Faculty Council, discussed TILT onboarding
- 11/28/23 Presentation from Kendall Stephenson, John Pippen and Emily Gallichotte on unions at CSU, received update on Budget Model Redesign and CoSFP, discussed objectives for Spring semester
- 12/11/23 Met with Presidential Fellows Jennifer Martin and Rob Mitchell to discuss Budget Model Redesign
- 1/23/24 Received update from Advocates and Allies and on Budget Model Redesign, discussed E.6 progress, discussed Spring objectives
- 2/6/24 Received update on Budget Model Redesign and meeting with Provost Underwood and standing committee chairs, discussed formation of two subcommittees to write a report on faculty success, specifically onboarding and mentorship, received update from CoTL on UDTS
- 2/20/24 Received update on Budget Model Redesign and AAUP panel about RCM, discussed report on faculty success and possible questions to ask administration
- 3/5/24 Met with Sue James, Sue Doe and Kristi Ouimet to discuss report on faculty success and their views on onboarding and mentorship
- 3/19/24 Met with Richard Eykholt (UGO) to discuss issues facing NTTF
- 4/2/24 Received update on Budget Model Redesign, discussed report on faculty success, discussed email regarding tenure as a credential
- 4/16/24 Received update on Budget Model Redesign, discussed idea of P&T office hours proposed by Faculty Success Team, discussed status of E.6 and communication to academic units, finalized and approved report on faculty success regarding onboarding and mentorship
- 4/30/24 Received update on Budget Model Redesign, discussed presentation of Faculty Success Report at FC, reviewed annual report, discussed elections to take place at last meeting and CoNTTF membership seats
- 5/14/24 Received update on Budget Model Redesign, discussed E.6 update in manual, discussed dissemination of Faculty Success Report, finalized annual report, held elections

II. Additional Meetings and Presentations Prepared by CoNTTF members

- 8/14/23 Ryan Brooks, as CoNTTF chair, attended the Standing Committee Chair Retreat
- 8/24/23 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning
- 8/28/23 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning

9/5/23 Ryan Brooks met with the College of Agriculture CCAF Committee
 9/11/23 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning
 9/13/23 Ryan Brooks met with Department of Animal Science's CCAF
 9/14/23 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning

 9/19/23 Ryan Brooks met with Ellie Light from CLA to discuss CoNTTF efforts
 9/21/23 Ann Hess and Ryan Brooks hosted a table on behalf of CoNTTF at the Faculty Success Open House
 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting
 9/25/23 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning
 9/28/23 Ann Hess, as the CoNTTF representative, attended the Faculty Success Advocates and Allies
 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning
 Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee
 10/2/23 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting
 10/3/23 Ryan Brooks met with the College of Agriculture CCAF Committee
 10/6/23 Ryan Brooks, as CoNTTF chair, attended the Standing Committee Chairs Meeting
 Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee
 10/9/23 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning
 10/12/23 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning
 Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee
 10/13/23 Ann Hess, as the CoNTTF representative, attended the Faculty Success Advocates and Allies
 10/16/23 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting
 10/18/23 Ann Hess met with CNS NTTF/CCAF
 10/23/23 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning
 10/25/23 Ryan Brooks met with Department of Animal Science's CCAF
 10/26/23 CoNTTF presentation and listening session as part of Campus Equity Week
 CoNTTF Social at Avo's
 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning
 Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee
 10/30/23 Jennifer Reinke attended the CHHS NTTF meeting
 11/2/23 Ryan Brooks met with CoRSAF to discuss E.6 changes in the Faculty Manual

11/3/23 Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee

11/6/23 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning

11/9/23 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning
Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee

11/14/23 Ann Hess met with CNS NTTF/CCAF

11/16/23 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

11/17/23 Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee

11/29/23 Ann Hess, as the CoNTTF representative, attended the Faculty Success Advocates and Allies

11/30/23 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning
Ryan Brooks, as the CoNTTF representative, met with the Salary/Compensation Equity Subcommittee

12/4/23 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning

12/5/23 Ryan Brooks met with College of Agriculture CCAF Committee
Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

12/7/23 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Steering Committee

12/8/23 Ann Hess, as the CoNTTF representative, attended the Faculty Success Advocates and Allies

12/14/23 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning

12/18/23 Ryan Brooks, as CoNTTF chair, attended the Standing Committee Chairs Meeting

12/19/23 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Steering Committee

1/17/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

1/19/24 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Communications Subcommittee

1/25/24 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning
Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Steering Committee

1/26/24 Ryan Brooks, as CoNTTF chair, attended the Standing Committee Chairs Meeting with Provost Underwood

1/29/24 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning

1/30/24 Ann Hess, as the CoNTTF representative, attended the Faculty Success Advocates and Allies

1/31/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

2/7/24 Ryan Brooks met with Department of Animal Science's CCAF
Ryan Brooks met with the College of Agriculture CCAF Committee

2/9/24 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning

2/14/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

2/15/24 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Steering Committee

2/16/24 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Communications Subcommittee

2/22/24 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning

2/26/24 Ryan Brooks, as CoNTTF chair, attended the Standing Committee Chairs Meeting
Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning

2/28/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

3/1/24 Ann Hess, as the CoNTTF representative, attended the Faculty Success Advocates and Allies

3/6/24 Ryan Brooks met with the College of Agriculture CCAF Committee

3/7/24 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Steering Committee

3/8/24 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning

3/25/24 Sean Bryan, as the CoNTTF representative, attended the Committee on Teaching and Learning

3/27/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

3/28/24 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Steering Committee

3/29/24 Ryan Brooks, as CoNTTF chair, attended the Standing Committee Chairs Meeting

4/3/24 Ryan Brooks met with the College of Agriculture CCAF Committee

4/10/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

4/12/24 Ryan Brooks, as the CoNTTF representative, attended the Committee on Strategic and Financial Planning

4/18/24 Ryan Brooks, as CoNTTF chair, attended Budget Model Redesign Steering Committee

4/24/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

4/29/24 Ryan Brooks, as CoNTTF chair, attended the Standing Committee Chairs Meeting

5/1/24 Ryan Brooks met with the College of Agriculture CCAF Committee

5/8/24 Tom Conway, as the CoNTTF representative, attended the Workload Equity Task Force Meeting

III. Proposal Documents and Committee Process

Proposed revisions on E.6 from CoRSAF were approved at the Faculty Council meeting on 11/7, which extended the length of contracts being offered from 2-3 years to 2-5 years.

Report on Faculty Success: Onboarding and Mentorship accepted by Faculty Council Executive Committee and received at Faculty Council meeting on 5/7

IV. Other Committee Business

Leadership and Committee Composition

- **Ryan Brooks** served as Chair for 2023-2024 and will continue as **Chair** for 2024-2025.
- **Olivia Arnold** served as Vice-Chair for 2023-2024 and will continue as **Vice-Chair** for 2024-2025.
- **Scott Wiebensohn** served as Webmaster for 2023-2024 and will continue for 2024-2025.
- **Sean Bryan** served as our connection to Institutional Research and collects relevant data each year about NTTF at CSU for reports, articles, and outside requests for 2023-2024.
- **Ann Hess** served as the CoNTTF rep to Advocates and Allies for 2023-2024.
- **Sean Bryan** served as the CoNTTF rep on the Committee on Teaching and Learning for 2023-2024.
- **Ryan Brooks** served as the CoNTTF rep on the Committee on Strategic and Financial Planning for 2023-2024.
- **Tom Conway** served as the CoNTTF rep on the Workload Equity Task Force 2023-2024.
- **Cassandra Puletapuai** served as our graduate student rep for 2023-2024.
- **Michael Stella** served as our undergraduate rep for 2023-2024.
- We look forward to having a new undergraduate and graduate student join us for 2024-2025.
- **Mary van Buren** served as one of our tenure-line members for 2023-2024 and will continue through 2026.
- **Tom Dunn** has joined CoNTTF as the **2nd tenure-line member** for 2024-2025.
- **Tom Conway** will be rotating off the committee and **Karen Montgomery Moore** will fill the seat for CLA for 2024-2025.
- **Karen Thorsett-Hill** will be rotating off CoNTTF early and a new member for the College of Engineering is being identified for 2024-2025.

Business

For the upcoming 2024-2025 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 and changes to E.6. We will also continue to work on workload equity through efforts of the Workload Equity Task Force, Advocates and Allies and by continuing to make progress on our recommendations in the Service Code Audit Report provided to the Provost's Office and Faculty Council. The report on Faculty Success: Onboarding and Mentorship should be shared with all academic units and conversations should continue to improve best practices on this front.

Pay: Issues around salary compression, salary inversion, and salary equity have reached extreme disparity with no resolutions or solutions in sight for 2024-2025. Momentum should continue after the report by CoSFP on Salary/Compensation Equity and NTTF must stay part of the conversation. Explore the impact of a new budget model on NTTF. 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:

- Improve efforts surrounding contract appointments.
 - Educating HR, Department Heads, Deans, and Faculty on E.6 changes in the Faculty Manual that reflects length of teaching contracts.
 - Updating the Provost’s template on Contracts.
 - Increasing the number of NTTF on Contracts.
- 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.
- Improving best practices related to onboarding and mentorship of NTTF and surveying faculty to gain their perspective.
- Educate faculty on promotion pathways and work with Faculty Success Team.
- 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 another alternative.
- Facilitating the annual NTTF Reception and hosting a spring event.
- Discuss impact of Budget Model Redesign on NTTF and analyze during shadow year. Investigate how NTTF are paid via Budget Office conversations.
- Continuing to explore unionization.

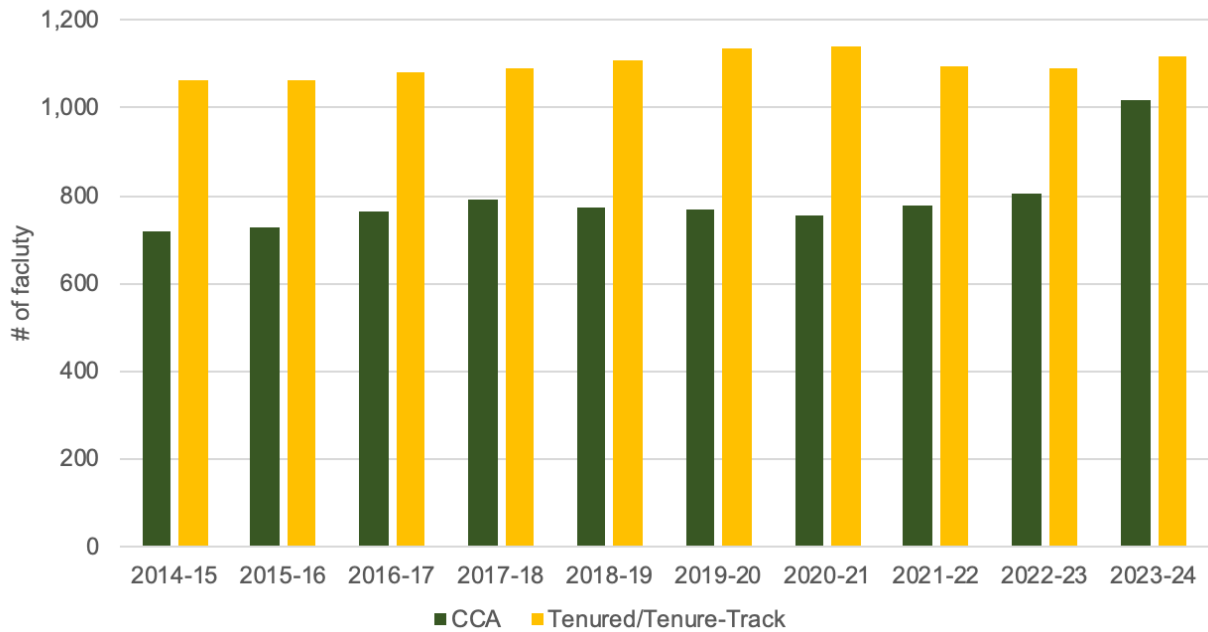
V. Graphic Representations of data from Institutional Research

Sean Bryan captured Institutional Research data from 2023-2024 in order to create a more concrete picture of the current circumstances of non-tenure track faculty at CSU.

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

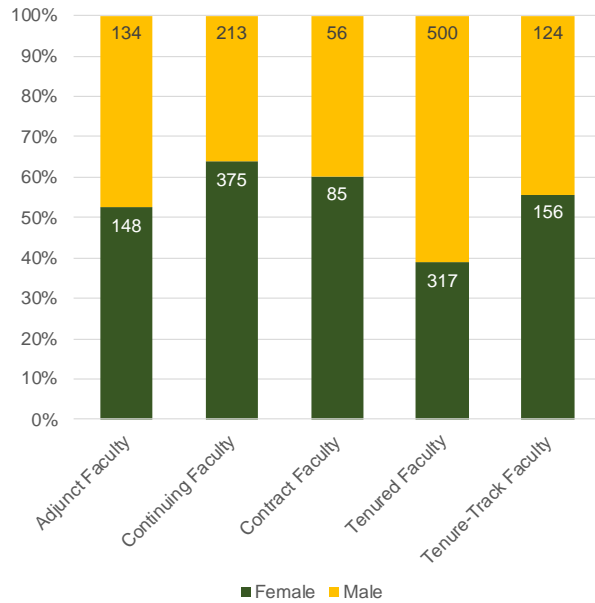
Below are the graphics created to represent that data:

Trends in CCA and Tenure-line Faculty

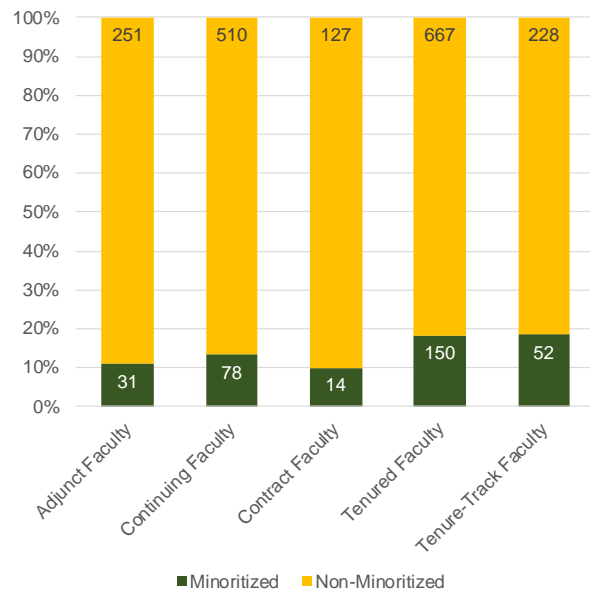


*The increase in CCA Faculty in 2023-24 is largely due to re-designation of Extension Administrative Professionals as Extension Faculty.

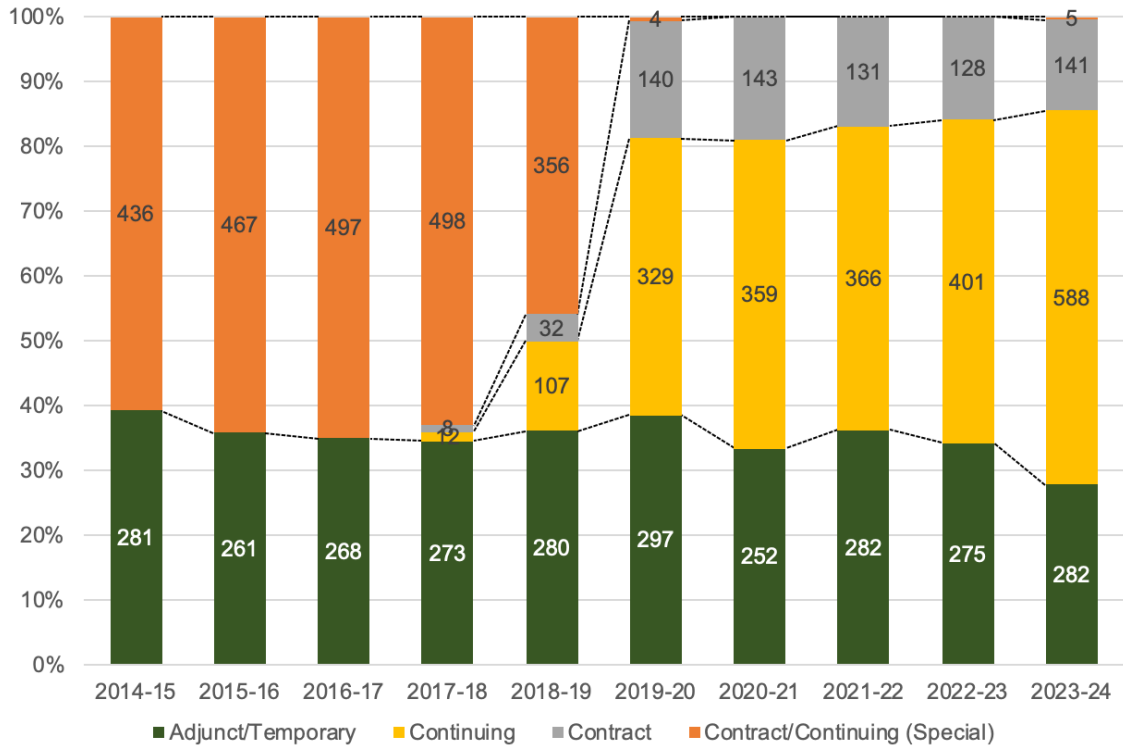
Faculty Gender by Appointment Type, 2023-24



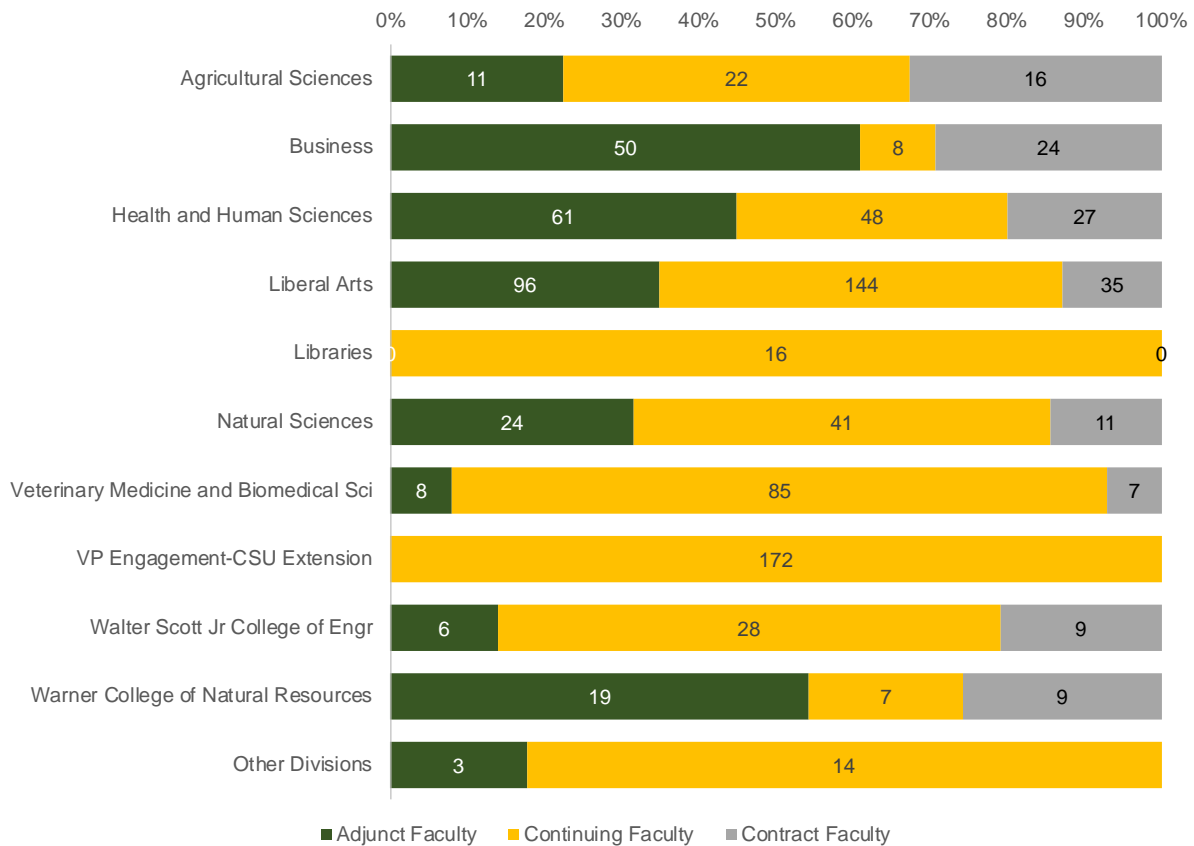
Faculty Minoritized Identity by Appointment Type, 2023-24



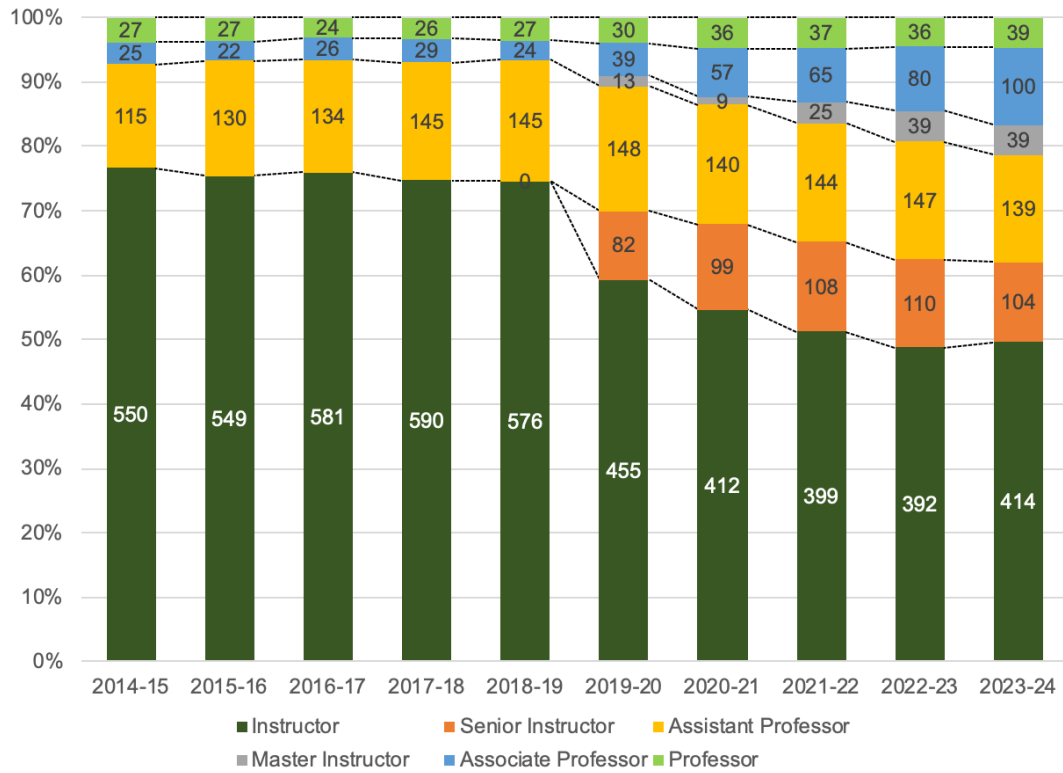
Trends in CCA Faculty Appointment Type



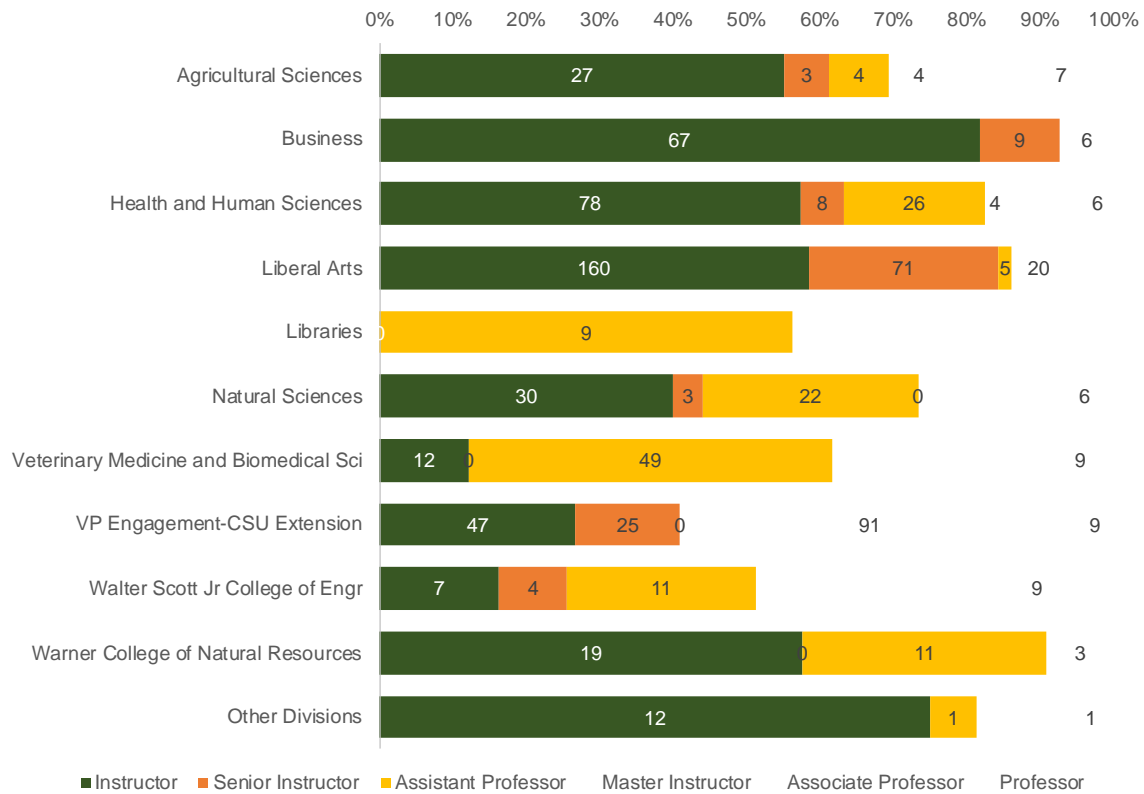
CCA FACULTY APPOINTMENT TYPE BY DIVISION, 2023-24

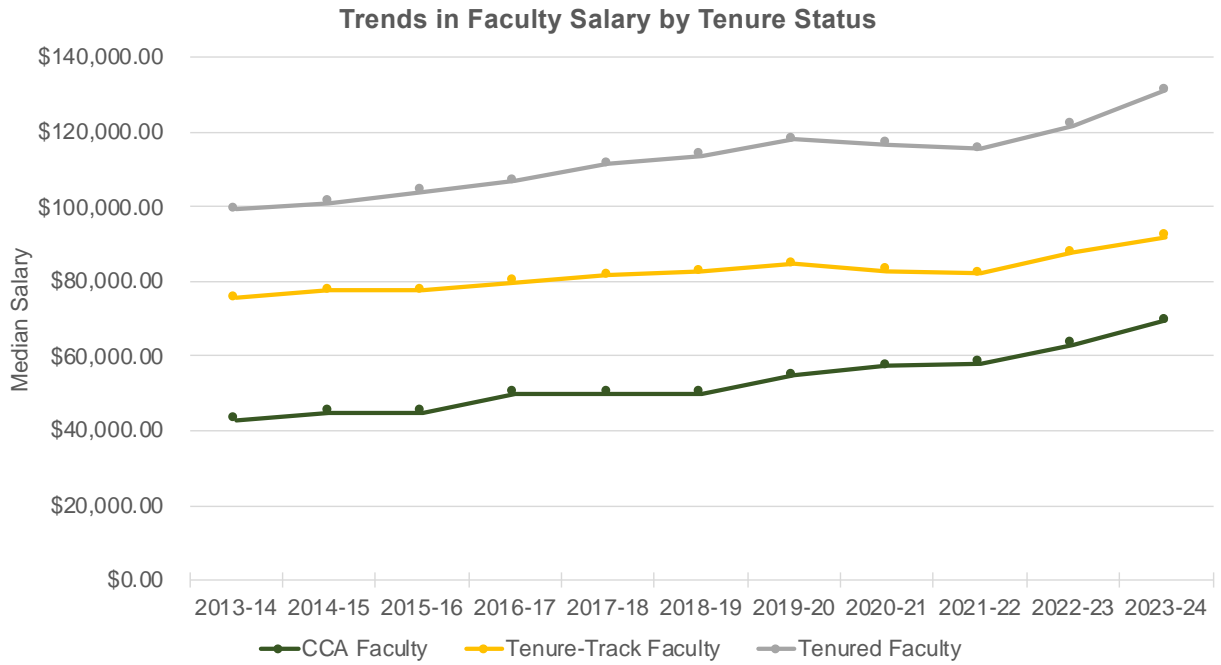
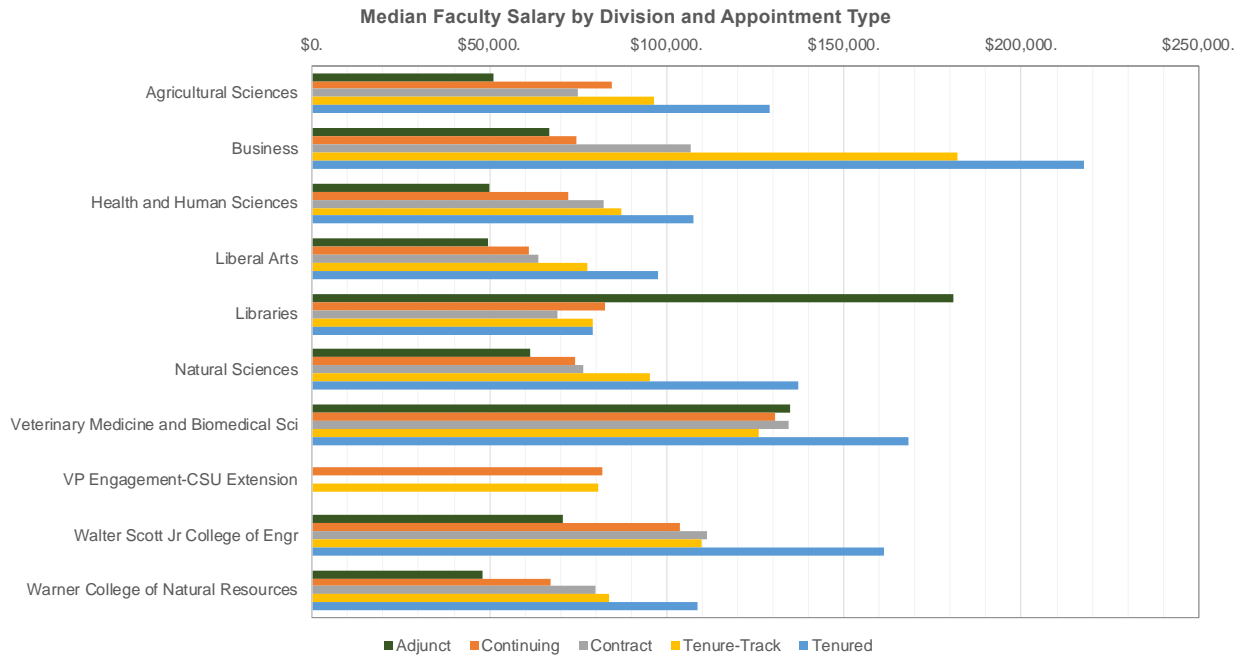


Trends in CCA Faculty Rank

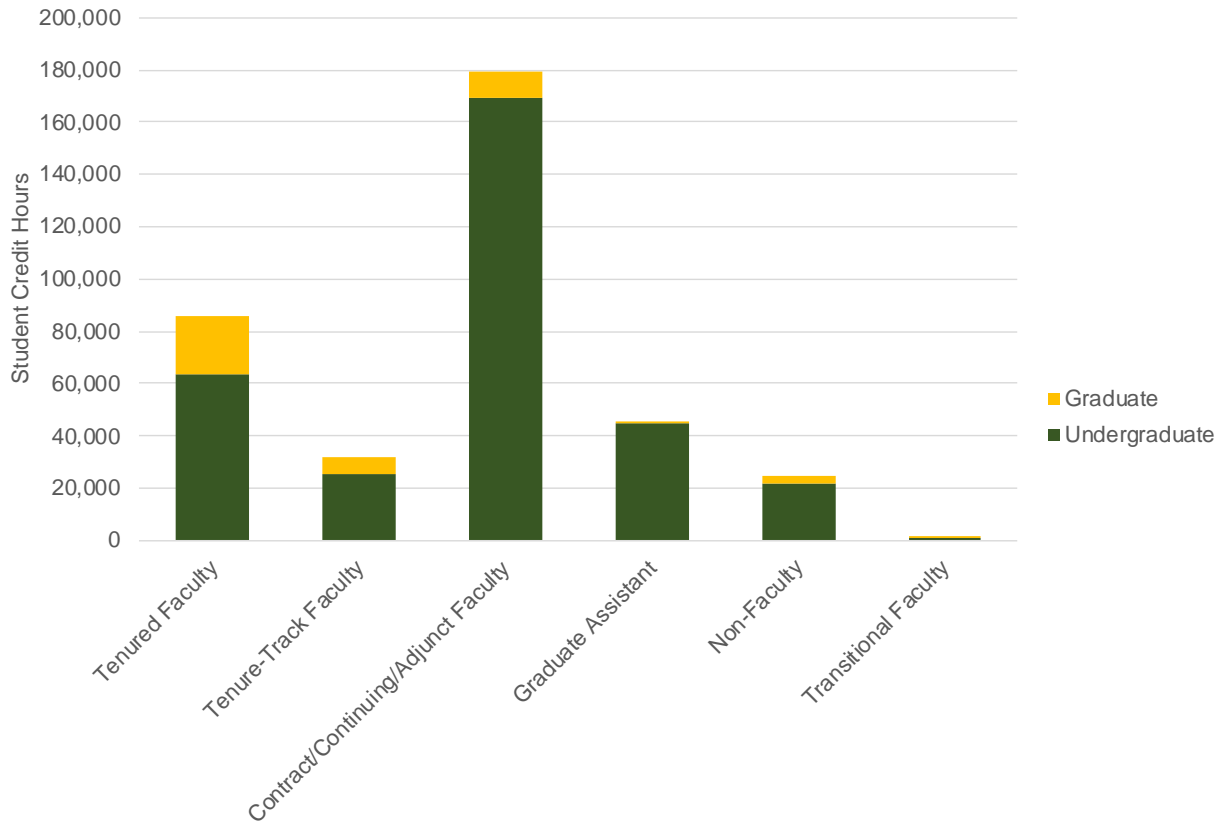


CCA FACULTY RANK BY DIVISION, 2023-24





Student Credit Hours by Instructor Group and Course Level, Fall 2023



Student Credit Hours by College and Instructor Group, Fall 2023

