Non-Tenure-Track Faculty

Committee on Non-Tenure-Track Faculty
Faculty Council Discussion
December 2, 2014
Goals of Discussion

- Provide a Context
- Show Contributions, Advancements, and Challenges
- Describe Collaborations and Recommendations

Engage with Faculty Council to: Innovate and Create Strategies to Actualize CoNTTF’s Recommendations
De-Funding of Higher Education BEGINS & thus ENSUES fewer tenure track lines and the hiring of a more flexible & more affordable Faculty.

Conversations Start in CO about "contingent faculty"

1st Report & Recommendations offered by Dean of CLA to improve working conditions for Faculty off of the Tenure Track

49% of the Undergrad Credit Hours Taught by NTT Faculty Teaching & Others off of the Tenure Track

CSU Strategic Plan include goals for Faculty off of the Tenure Track, Including one of the First Major Salary Increases Ever

Provost's Task Force for Special and Temporary Faculty is given charge by Provost Frank.
1st Campus Equity Week Presentations held CSU

2006

Provost Approves the "6 R's" as Action Items to Improve the Working Conditions for NTT faculty

2007

64% of the Undergrad Credit Hours Taught by NTT Faculty Teaching & Others off of the Tenure Track

2008

Task Force proposes Advisory Committee to Faculty Council on NTT Faculty

2009

Faculty Council approves the formation of the Advisory Committee on NTT Faculty

2010

Advisory Committee on NTTF is Assembled (Committee on Non-Tenure-Track Faculty; CoNTTF)
Colorado Legislature approves a law to offer options for Job Security & Academic Freedom: Multi-year Contracts for NTT Faculty

President Frank Announces the Initiative to Improve the Working Conditions of NTT Faculty in the 2013 Fall Address

New NTT Faculty Appointment created: Senior Teaching Appointments

Faculty Council Adopts the use of Multi-Year Contracts for Special & Senior Teaching Faculty

CoNTTF proposes comprehensive recommendations to meet President Frank's Initiative
Provost Miranda Offers Guidelines for NTT Faculty Career Advancement

2014 Feb

60% of the Undergrad Credit Hours Taught by NTT Faculty Teaching & Others off of the Tenure Track

2014 Mar

Faculty Council approves the conversion of the Advisory Committee to a Specialized Standing Committee

2014 Apr

1st NTT Faculty Vote in Faculty Council - Chair of the Committee on Non-Tenure Track Faculty becomes a voting member of Faculty Council

2014 May

President Frank Acknowledges improvements and tools for increased advancement

2014 Jun

Vice Provost Bush offers Training to Campus Leaders on NTT Faculty Career Trajectory

2014 Jul

2014 Aug

2014 Sep

2014 Oct

2014 Nov

2014 Dec

Today

Faculty Council's Executive Committee invites CoNTTF for Discussion on NTT Faculty

Less than 20% NTT Faculty are on Multi-year Contracts & Many Long-term NTT Faculty are not on Senior Teaching Appointments or do not have the security of bridge funding for their next research project.
A Closer Look
CSU is one of the largest Comprehensive Public Research University, which has more than 31,500 students.

6,701 employees of which 1,710 are faculty members and Over 40% are on non-tenure track appointments.
University Employees

- State Classified Staff: 26%
- Post Doctorates: 4%
- Research Associates: 13%
- Tenure-Track Faculty: 16%
- Special Faculty: 6%
- Temporary Faculty: 4%
- Administrative Professionals: 29%

Total Employees = 6,701
Faculty, Graduate Students, & Administrative Professionals off of the Tenure Track Teach more than 60% of the Undergraduate Credit hours
More than 1,000 NTT Faculty, Research Associates & other Administrative Professionals provide Vast and Valuable Contributions to Research & Scholarship on behalf of CSU

Without the Protections of Academic Freedom, ongoing Job Security, & for some Recognition for their Scholarship
40% of the faculty are off of the tenure track and Greater Than Half of these faculty have been working at CSU for More Than 10 YEARS.

Yet, less than HALF of those Faculty have a commitment for more than a year at a time and even LESS currently have multi-year contracts.

Center for the Study of Academic Labor: 2014 – Non-Tenure-Track Faculty Survey
Please indicate your level of agreement with the following statements: I feel included in departmental decision-making about topics that are relevant to my job responsibilities.

- Strongly agree: 13.3%
- Moderately agree: 16.39%
- Neither agree nor disagree: 13.54%
- Moderately disagree: 15.91%
- Strongly disagree: 28.5%
- Not sure: 6.41%
- Not applicable: 5.94%

n = 432
Please indicate your level of agreement with the following statements: - I am glad that I am a member of the CSU faculty.

- Strongly agree: 47.74%
- Moderately agree: 32.07%
- Neither agree nor disagree: 10.46%
- Moderately disagree: 3.09%
- Strongly disagree: 3.09%
- Not sure: 1.19%
- Not applicable: 2.38%

n = 432
The Unusual Suspects
Do you recognize any of these people?
Experience:

- **Senior Teaching Faculty**, Teach courses in Death, Dying, & Grief, Parenting Across the Lifespan, and Development Across the Lifespan

- **Excellence in Education Award**, Student-Athlete Advisor Committee and the Waterpik Corporation, Colorado State University

- **Researcher & Center Director**, Center for the Study of Academic Labor, Colorado State University.


Do you recognize any of these people?
Natalie Selden Barnes, MA
Instructor of Art and Art History
Key Academic Advisor
At-Large Representative, Committee on Non-Tenure-Track Faculty
Teaching, Research, & Service on Senior Teaching Faculty
Appointment for more than 18 years

**Advising:** received Cermak Advising Award in 2012; have participated in CURC as a judge for two years; involved with First Generation activities for several years; Colorado Department of Higher Education, 60/60 Faculty to Faculty sessions (2011, 2012, 2013); Residence Life Advisory Board; Represent CSU Department of Art College Board AP Colloquium 2012; Department of Art & Art History Undergraduate and Curriculum committees

**Teaching:** Recipient of TILT Reinvention Center Science of Learning Course Development Competition, Spring 2014; Research Fellow, TILT 2012, “Writing Across the Curriculum” Research Proposal Award; TILT Master Teacher and Professional Development presentations; Currently responsible for ART100, 487, 384 and grade final portfolios for distance learning EDUC591, have also taught ART496I, 325, 326, EDUC46 and EDUC493

**Research & Recent Artistry:** CSU IRB approval “Writing Strategies for the Large Classroom” three year action research project; Artist-in-Residence, Homestead National Monument Park, Summer 2014; National Art Education Association Summer Visions 2014 participant; two-person show in Directions Gallery August 2014; Cover Illustration for “Rhetorical Readings for Advanced Writers,” Fountainhead Press
Do you recognize any of these people?
Joseph DiVerdi, PhD
Associate Professor of Chemistry
Experiential Physical Chemist
Scientific Instrument Development
CNS Representative, Committee on Non-Tenure-Track Faculty
Teaching, Research, & Service on Special Faculty Appointment for more than 5 years

**Experience:**

- 30 years of expertise in industry and higher education in the areas of nuclear Magnetic Resonance Spectroscopy & Imaging, Solid-State & *in vivo* NMR Spectroscopy, Scientific Instrumentation Design, Biophysical and Physical Chemistry, Science & Technology Education
- **Teach & Supervise** Upper-Division Undergraduate Chemistry Laboratories
- **Hosted Several Students** over the past 5 years for research experience in CSU Laboratories
Do you recognize any of these people?
Laura Thomas, MA
Instructor of English
Upper Division Composition Instructor
CLA Representative, Committee on Non-Tenure-Track Faculty
Teaching, Research, & Service on Senior Teaching Faculty Appointment for more than 15 years

Experience:

- **Senior Teaching Faculty**, Teaches 7 upper-division composition courses per academic year
- **Service** includes program evaluation, curriculum development and professional development of composition instructors
- **Representative** CLA Adjunct Faculty Committee and on several English Dept. committees
- **Researcher & Contributor**, Center for the Study of Academic Labor, Colorado State University
Do you recognize any of these people?
COLLABORATIONS & RECOMMENDATIONS
The duties of this specialized standing committee shall be to recommend to the Faculty Council:

1. Policies defining the general responsibilities of non-tenure-track faculty to the University, college, and department.

2. Policies related to the standing of non-tenure-track faculty
Colorado State University’s Strategic Collaborations

- Administrative Professional Council
- Associated Students of Colorado State University
- The Center for the Study of Academic Labor
- Classified Personnel Council
- Faculty Council Standing Committees
- The President’s Office
- The Provost’s Office
- The Ripple Effect
- Standing Committee on the Status of Women Faculty
- Student Success Initiatives
- University Strategic Plan 2006 – 2015
1. Rights, Representation, & Resources

- Orientation & Resources for NTT Faculty
- Define Workload Distributions & Relevant Evaluations
- Establish Procedures for assigning Appt. Types, Rank, & Promotion
- Participation in Governance & Relevant Decision-making at all Levels
- Offer Multi-Year Contracts to secure Academic Freedom
  - Support for Offering Ideas, Opinions, & Innovations
  - Support for Upholding Rigor and Accountability for the benefit of Students
- Provide Access to Due Process & Grievance
- Professional Development Opportunities & Instructional Support
Current Proposals & Initiatives

2. Recognition, Respect, & Remuneration

- Develop a Culture that Values & Includes NTT Faculty at all Levels
- Offer Awards for Research and Teaching to NTT Faculty
- Secure Significant Salary Increases for Long-Term NTT Faculty
- Increase conversions to Senior Teaching Appointments
- Increase the use of Multi-Year Contracts for NTT Faculty
- Ensure the listing of NTT Faculty on College & Department websites
- Establish Research Bridge Funding for NTT Faculty
- Clarify & Disseminate Information about Benefits
Discussion - ways to:

1. Innovate and Create a Vision
2. Provide Strategies
3. Implement & Actualize CoNTTF’s Recommendations
Questions for Faculty Council:

1. How do we include NTT Faculty in areas of Faculty Governance, University Work, Student Success, and Awards & Recognition that are relevant and valuable to the work that these Faculty do at CSU?

2. How do we implement and enhance what is in the Academic Faculty and Administrative Professional Manual’s Codes and Policies to support NTT faculty:
   A. Senior Teaching Appointments – Section E.2.1.3
   B. Multi-Year Contracts – Section E.2.1.3 & E.2.1.4
   C. Definition of Academic Freedom – Section E.10.2
Questions for Faculty Council:

3. How do we provide for the future of the University, the Success of our students, by acknowledging the link between students’ learning environments and faculty’s work environments?

4. How do we ensure NTT Faculty’s Rights, Representation, Recognition, Resources, Remuneration, and Respect (6 R’s (2006)) in *long-term and meaningful ways* that shape the culture for the good and endure the transitions in leadership and management of - Dept. Heads, Deans, or Upper Administration Officials?
THANK YOU ~

COMMITTEE ON NON-TENURE-TRACK FACULTY:

Jennifer Aberle, Representative of College of Health and Human Sciences
Natalie Barnes, Representative At-Large
Joseph DiVerdi, Representative of College of Natural Sciences
Torsten Eckstein, Representative of College of Veterinary Med. & Biomedical Sci
David Greene, Regular Faculty Representative
Jenny Morse, Representative of College of Business
Steven Schaeffer, Representative of College of Engineering
Laura Thomas, Representative of College of Liberal Arts