

# Transforming Appointments for Non-tenure-track Faculty

Action Plan to Revise the Faculty Manual

# 10+ Years of Discussion Led to Proposal

- **2006** Task Force for Special and Temporary Faculty, charged by Provost Tony Frank, produced 6 R's: *Rights, Respect, Representation, Recognition, Remuneration, and Resources*
- **2009** Survey of Non Tenure Track Faculty at CSU, Report by Sue Doe and the Provost's Task Force
- **2009** Committee on Special and Temporary Faculty formed; *Renamed Committee on Non Tenure Track Faculty (CoNTTF) in 2013*
- **2013** CoNTTF *charged by President Tony Frank to improve working conditions for NTTF* and submitted proposal to Provost Rick Miranda, Vice Provost Dan Bush, and Former Faculty Council Chair Tim Gallagher.
  - **Successful outcomes include**
    - Creating the Senior Teaching Appointment
    - Securing a vote on Faculty Council for CoNTTF chair, first NTTF member
    - Allowing NTTF to vote for Faculty Representatives to Faculty Council
    - Limiting Temporary appointment for NTTF 50% or more FTE to 1 year
- **2014** Survey of Non Tenure Track Faculty at CSU, Report Prepared for the Center for the Study of Academic Labor

# CoNTTF Performed Thorough Research

- **2015-2016** CoNTTF reviewed comprehensive plans for NTTF from other universities and stakeholders:
  - University of Colorado, Boulder Proposal for Teaching Tenure
  - Denver University Professional Faculty Series
  - Don Estep's Proposal for Flexibility of Workload for Faculty
  - Vancouver Community College
  - Portland State University Teaching-intensive Tenure
  - The Delphi Project's Recommendations
  - University of Illinois Specialized Faculty policy
- **June 2016** Re-envisioning Faculty Appointments Proposal submitted to President Tony Frank, Provost Rick Miranda, and Vice Provost Dan Bush

# CoNTTF Solicited Extensive Feedback

- **Fall 2016**
  - **September 13 and 27** CoNTTF crafts Central Tenets.
  - **September 23** CoNTTF chair meets with Dan Bush, Vice Provost, and Mary Stromberger, Faculty Council Chair, to discuss timeline for progress on the proposal.
  - **September 27** CoNTTF discusses the Central Tenets and potential proposals with Louann Reid, English Department Chair; Simon Tavener, College of Natural Sciences Associate Dean; and Steven Shulman, Economics Department Chair. Mary Vogl, Foreign Languages Department Chair, and Steve Mumme, Political Science, also provided comments.
  - **September 27** CoNTTF chair presents Central Tenets to Executive Committee.
  - **October 4** CoNTTF presents Central Tenets to Faculty Council.
  - **October 11 and 25** CoNTTF crafts Action Plan.

# CoNTTF Solicited Extensive Feedback

- **Fall 2016 Continued**

- **October 19** CoNTTF presents Central Tenets to Council of Deans.
- **October 24** CoNTTF participates in round table as part of Campus Equity Week, sharing Central Tenets and draft Action Plan.
- **October 25** CoNTTF holds 1<sup>st</sup> open forum for feedback, all faculty invited.
- **November 7** CoNTTF holds 2<sup>nd</sup> open forum for feedback, all faculty invited.
- **November 15** CoNTTF met with Jeff McCubbin, Dean of Health and Human Sciences; Jan Nerger, Dean of Natural Sciences; Lise Youngblade, Chair of Human Development and Family Studies, and Dan Bush, Vice Provost, for feedback.
- **November 16** CoNTTF begins drafting proposals to revise the Faculty Manual.

# CoNTTF Solicited Extensive Feedback

- **Spring 2017**
  - **December and January**, Jeff McCubbin, Dean of Health and Human Sciences; Jan Neger, Dean of Natural Sciences; and Ben Withers, Dean of Liberal Arts, are asked for feedback on CoNTTF's Action Plan.
  - **January 17, 24, 31** CoNTTF finalizes Action Plan and drafts proposals to Sections C and E. Documents sent to Vice Provost Dan Bush and Faculty Council Chair Mary Stromberger to keep them up to date on CoNTTF's progress.
  - **February 3** CoNTTF sends draft proposals of suggested manual revisions for Section C to CoFG. CoFG requests some changes to submitted draft proposals which are resent on February 12.
  - **February 14** CoNTTF sends draft proposals of suggested manual revisions for Section E to CoRSAF.

# CoNTTF Solicited Extensive Feedback

- **Spring 2017 Continued**
  - **February 20** CoNTTF Chair presents Action Plan to CoTL.
  - **February 21** CoNTTF Chair meets with CoRSAF to discuss suggested revisions for Section E.
  - **February 28** CoNTTF Chair presents Action Plan to Executive Committee.
  - **March 7** CoNTTF presents Action Plan to Faculty Council

# Goals of the Action Plan – Summary of Central Tenets

- ▶ A career path for faculty off of the tenure track with a system of rights and protections that provide for fair treatment, full and safe participation in the community, and an opportunity to improve and excel without fear.
- ▶ Consistent implementation of the career path in
  - ▶ Hiring
    - ▶ OEO-approved searches
    - ▶ Standardized offer letters
  - ▶ Evaluation
    - ▶ Regularized processes for evaluation of all faculty
  - ▶ Promotion
    - ▶ Access to title promotions, salary increases, participation in and compensation for service
  - ▶ Retention
    - ▶ Resources to be effective in their jobs
    - ▶ Legitimate shared governance where faculty off the tenure track have a voice and are represented appropriately
    - ▶ Access to due process and grievance proceedings

# Three appointment types for NTTF

- 1. Professor of Practice (new)**—long-term, more than 50% FTE, completely invested in CSU community  
E.g. A degreed chemist who regularly teaches a full load of physical chemistry courses for which there is an ongoing need.
- 2. Adjunct (new)**—long-term, less than 49% FTE, invested in CSU community but not as primary employment  
E.g. A professional lawyer who teaches one real estate law course every spring semester.
- 3. Temporary (current)**—short-term, any FTE, limited investment in CSU community  
E. g. A degreed political scientist who teaches additional sections in response to unexpected enrollment increases.

\*\*current Special and Senior Teaching appointments would be converted to the new appointment types

# 1. Professor of Practice

- ▶ Career path appointment
- ▶ Probationary period
- ▶ Rolling and renewing multi-year contracts thereafter with opportunities for promotion and merit salary increases
- ▶ Greater than 50% FTE with at least 5% service
- ▶ Included in annual evaluation
- ▶ Reappointment and promotion will be recommended by a committee of peer faculty
- ▶ Eligible to vote in departments (limitations may be made for tenure decisions), to participate in electing faculty representatives, and to serve as a faculty representative to Faculty Council
- ▶ Will be factored into calculations for determining faculty representation on Faculty Council
- ▶ Access to grievance procedures as described in Section K

## 2. Adjunct

- ▶ Long-term, part-time appointment
- ▶ Open-ended appointment
- ▶ Less than 50% FTE
- ▶ Included in annual evaluation
- ▶ Promotion will be recommended by a committee of peer faculty
- ▶ Voting rights at the department level will be determined by the department
- ▶ Access to grievance procedures as described in Section K

## 3. Temporary

- ▶ Part or full-time appointment
- ▶ Limited to 1 year
- ▶ Included in annual evaluation
- ▶ Voting rights at the department level will be determined by the department
- ▶ Access to grievance procedures as described in Section K

# Action Plan Contains Aspirational Goals

Our action plan also includes aspects of our vision that cannot be changed simply through revisions to the Faculty Manual.

- Some of these changes will require shifts in the faculty culture at CSU—like getting 80% of NTTF onto our recommended career path
- Some of these changes will require work on the part of administrators—like fairly compensating NTTF for all the work they do at the university. President Frank has charged our committee with recommending salary goals for NTTF at CSU, and so we included those recommendations in our action plan.

We hope that by including these aspirational goals in our vision, our community will start figuring out how to make them a reality.

# Action Plan Aspirational Goals

## Compensation

### A statement from Tony Frank (March 2):

“While linking the raises for NTTF to the university raise pool was a good first, small step, we need to be clear that this pool needs to be supported centrally as part of the university budgeting process, and that funds for promotional increases are also included and funded. It’s my expectation that NTTF salaries will also be a part of the on-going peer equity salary analysis.”

# Review Process Occurring

## Proposals to revise the Faculty Manual

We have drafted proposals to revise the Faculty Manual to reflect the changes outlined in our Action Plan. Proposals for Section C have been sent to CoFG and proposals for Section E have been sent to CoRSAF for their review, consistent with established procedures for proposals coming from standing committees.

# Relevant Manual Sections

**C. 2. 1. 5 Authority to Delegate Duties:** Recommendations for changes in Faculty Council policies ordinarily originate in or channel through one (1) of the standing committees of the Faculty Council.

**C. 2. 1. 9. 1 Charge to the Standing Committees:** All policy recommendations of standing committees shall be transmitted through the Executive Committee to the Faculty Council for its action.

All standing committees of the Faculty Council shall receive appropriate items for consideration from any member of the University community. The receipt of each item shall be acknowledged and its disposition shall be reported to the initiator.

**C. 2. 1. 9. 6. a. Function of the Committee on Non Tenure Track Faculty:** 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.