

University of Colorado at Colorado Springs  
Non-Tenure Track Faculty (NTTF) Committee

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**Report to Faculty Representative Assembly – May 2019**

Meeting held May 10, 2019

Attending members: Christine Robinson Coon (Co-Chair), Scott Van Ness (Co-Chair), Laura Eurich, Nicole Huber, Cheryl Hawkinson

- Discuss Survey of NTTF Results
  - identify and discuss areas of concern to be addressed in official report on NTTF at UCCS
  - key issues include compensation compared to peer institutions, job security, and seemingly inconsistent interpretation of “service” on campus
  - Christine: will email draft of report to committee for its contributions and feedback
- Uncompensated Merit Adjustments
  - Provost Christensen promised update at FA meeting this afternoon
  - Christine: all NTTF Committee members need to be available as needed over the summer since it agreed to collaborate with the Personnel & Benefits (P&B) Committee on a resolution to the Chancellor regarding uncompensated merit pay adjustments
  - Christine: will remind FA members about excerpts of FA President Barb Prinari’s report dated April 2017 that focus on the leadership team’s study and subsequent promises it made for future adjustments:
    - **“Salary compression adjustments for senior instructors.** The leadership team has met with the senior instructors on Fri, Apr 28, to illustrate the steps that have been taken to address the senior instructor salary compression issue.”
    - “The study also provides a peer salary for senior instructors (CUPA data are not available), estimated to be 12% more than the average CUPA instructor salary in each discipline. Moreover, it has been estimated that senior instructor salaries should increase by 0.5% for each year in service over the median (0.5% is the same percentage used in the uncompensated model last year). After adjusting for individuals’ FTE, \$378,253 would be the amount required to increase all senior instructor salaries to match this “adjusted” peer comparison.”
    - **“Because of budget constraints (\$100,000 is the available pool), only partial adjustments are being made at the moment. [...] Further adjustments to bring all senior instructor salaries to the peer salary will be considered a priority for the future.”** [emphasis added]
- Implementation of Multi-Year Contracts
  - P&B committee discussing current policy and has “moved to update the policy” (per its April 2019 report)
- NTTF Rights and Responsibilities Guidelines
  - Mary Hanson was evaluating and revising guidelines into a policy document (with ex-officio members Laura Marshall and Suzanne Cook)
  - due to increased workload, Mary was unable to continue this work
  - Christine: will need members to revisit this initiative for next AY

- NTTF Committee Membership and Member Roles for next AY (as of July 1st)
  - Norah Mazel recently accepted a TT position with the library
    - congratulations to Norah on this well-deserved recognition
  - discuss committee leadership for next AY
    - unanimously elect Scott and Christine as co-chairs for next AY
  - Laura: suggests the election of a Co/Chair-elect; all agree given many benefits for preparing for the role
    - unanimously elect Laura as Co/Chair-elect for next AY
  - Christine: since Norah will no longer be on committee, will need a committee member to commit to updating NTTF website and preparing surveys
    - Chris: agrees to serve as “technology officer” and to create an instructional document based on a meeting with Norah
- NTTF Session of New Faculty Orientation
  - Christine: asks members to join her and Scott on August 20th; several members attended last year and was appreciated by new hires
- Open Discussion
  - discuss logistics for first Fall meeting
  - will consider ways committee might enable more communication with lecturers at UCCS

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