

CCAF TASK FORCE

SPRING 2021 RECOMMENDATIONS

CCAF Task Force Co-Chairs

– Sue James and Alex Bernasek

Thank you to the members of the CCAF (2020-2021) and NTTF (2019-2020) Task Forces and all members of the Ram community who have dedicated their energy and time on behalf of improving the status of our faculty off the tenure track, and all faculty at CSU.



OVERVIEW

- Town Halls revealed many of the **same questions and concerns** have continued to be raised over a period of several years.
- Recommendations are classified as **lower priority, high priority and urgent.**



RECOMMENDATIONS

Lower Priority

- Faculty onboarding and HR tracking of CCAF

High Priority

- Definition of “faculty” and representation of CCAF in Faculty Governance
- Expectations for joint AP/Faculty appointments
- Expectations for the Instructor vs. Professor tracks
- Accountability of Department Codes
- University goal for balance between T/TTF and CCAF

RECOMMENDATIONS

Urgent

- New budget model
- Expectations for appointment types
- Teaching load and service consistency
- Strategic communications plan needed on CCAF issues



BUDGET MODEL

- **Better alignment** of college and department budgets with the institutional commitment to greater security for Continuing and Contract Faculty.
- **Acknowledging demand** for teaching faculty depends on enrollment and SCH production.
- **Need this** input in the **CST Process**.



EXPECTATIONS FOR APPOINTMENT TYPES

Expectations for Adjunct, Continuing, Contract and Joint AP/CCAF appointments

- **Adjunct Faculty** – for appointments (a) less than half-time on an on-going basis ($< 50\%$ FTE each and every semester), and (b) limited-term (no more than two consecutive semesters at $\geq 50\%$ FTE) or occasional (i.e., not employed every semester) and, not to be used as a probationary appointment, hiring tends to take place from open pools.
- **(CONTTF)** reconsider the length of the Adjunct appointment before it must convert to Continuing.

APPOINTMENT TYPES

- **Continuing Faculty** – for appointments that are expected to be ongoing, faculty are "at will," hiring tends to take place through national searches.
- **Contract Faculty** -- for appointments that are expected to be ongoing, faculty have more security during the period of the contract as they are not "at will" during the contract period, possibly for faculty who have been promoted, hiring tends to take place through national searches.
- **Joint AP/CCAF** – TBD; needs an audit (more people than we expected in this category), concerns about teaching above a 100% FTE as an AP.

TEACHING, SERVICE & WORKLOAD

- Related to the budget model recommendation – there is a need for more consistent accounting for work loads and FTE across campus for **ALL Faculty**.
- Audit of teaching and service workloads and FTE across **ALL Colleges and Departments** with the Provost working collaboratively with the Deans.
- **Adrianna Kezar** will lead an “**Equity in Workloads**” session for chairs and members of CoGEN to introduce us to peer-reviewed audit tools.



COMMUNICATIONS TO CAMPUS

- **Strategic communications plan** around CCAF issues.
- **Regular, periodic communications** from the Provost's Office regarding CCAF issues.



STILL TO BE ADDRESSED

1. Implementing best practices in the NTTF/CCAF promotion process.
2. Addressing salary compression.
3. Find a more effective way of tracking NTTF/CCAF in the HR system and ensuring accurate reporting of FTE.
4. Creating expectations for concurrent assignments and how online teaching is accounted for in FTE.
5. Audit of NTTF/CCAF across campus.

2020-2021 CCAF Task Force Membership:

Alex Bernasek, Professor of Economics, **CLA** & **Sue James**, Vice Provost for Faculty Affairs, co-chairs of the CCAF Task Force

Jen Aberle, Associate Professor of Human Development and Family Studies, **CHHS**

Denise Apodaca, Senior Instructor of Music, Honors Faculty, Affiliate Faculty in Women's Studies, **CLA**

Sam Bechara, Associate Professor of Practice of Mechanical Engineering, **COE**

Sarah Blessinger, Human Resources Officer, **CLA**

Matt Camper, Assistant Dean of Teaching Practice and Academic Programs; Senior Teaching Instructor of Agricultural Biology, **CAS**

Jonathan Carlyon, Chair of Languages, Literatures and Culture, Associate Professor of Spanish, **CLA**

Nick Cummings, Associate Director of Human Resources Information Systems, **HR**

Karolien Denef, Interim Chair of Analytical Resources Core (ARC), Director of the Center for Materials and Molecular Analysis (ARC-MMA), **Research CCAF, CNS**

Joseph Diverdi, Associate Professor of Chemistry, **CNS**.

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