

September 2019

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**FIVE PRIORITIES FOR PRESIDENT
JOYCE MCCONNELL**

AAUP-CSU Executive Committee

Dear President McConnell:

On behalf of the Colorado State University Chapter of the American Association of University Professors, we are pleased to welcome you as the 15th President of Colorado State University. You are taking the reins of a vibrant and increasingly, if not adequately, diverse scholarly community. We offer these requests in the spirit of taking CSU to the next level of inclusive excellence.

The AAUP has championed the exercise of academic freedom and shared governance on American college and university campuses since its founding in 1915. Our AAUP-CSU chapter was formed in 2005 and is animated by the same mission. While we are proud of our university's accomplishments and of our contributions in strengthening academic freedom and shared governance, there is still much to be done to enhance the role and

lot of faculty on campus.

With this in mind we identify five priorities that we would like your new administration to address, each of which reflects the CSU-Chapter's ongoing advocacy for campus faculty. We could add a good deal more to this list. Standing up for our most vulnerable Dreamer and DACA students and remaining firm in the defense of academic freedom on campus are tall challenges facing your administration. We also recognize that faculty constitute just one part of our University and are supportive of policies that are inclusive and equitable for the whole CSU community.

We welcome you and wish you well. We would be honored to meet with you in person in the near future and as your schedule allows.

Respectfully,

AAUP-CSU Executive Committee

Priority # 1. Stay the course and amplify commitment to NTT Faculty

- The AAUP was pleased to read your letter of August 21 committing to carry forward the progress made last academic year supporting the work of nearly 800 of our faculty colleagues who happen to be off the tenure track. We firmly endorse your decision to immediately increase the salaries of Senior Teaching Appointees and to move forward with the promotion process for all eligible NTTF colleagues. Honoring the commitments made last year promotes good faith with the CSU faculty community.
- This is **not** enough, however. The salary floors for full-time NTTF barely qualify as a living wage and remain an embarrassment and an affront to the highly qualified professional work they deliver daily on campus. We agree with History professor Dan Stephen (<https://aaupcsu.files.wordpress.com/2019/05/csu-aaup-may-2019.pdf>), whose petition last May demanded a minimum salary of \$52,000 a year for all full-time CSU faculty, \$60,000 a year for all full-time Assistant Professor/Senior Teaching Instructors, and a minimum salary of \$66,000 per year for full-time faculty promoted to Associate Professor/Master Instructor rank. It is a disgrace that these extraordinary colleagues so frequently earn less for their efforts than entry-level tenure-track faculty.

Priority # 2. Strengthen commitment to a TT Faculty

- *Increase TTF Hires.* A world-class university requires faculty that is fairly remunerated, can pursue its research and teaching freely, and is not divided by different rules, such as those that differentiate between NTTF and TTF. AAUP-CSU strongly supports the hire of more TT Faculty, including the conversion of NTTF lines into TTF lines and the transition of qualified NTTF into TTF. Inclusive excellence is not possible when a university depends on increasing numbers of NTT Faculty that do not enjoy the same benefits and protections as do TT Faculty.
- *Improve Salaries.* The salaries for tenure track faculty are lagging farther behind the median for our peer universities, especially for the CLA departments (http://irpe-reports.colostate.edu/pdf/ResearchBriefs/Economics_Peer_Salary_Comparison_AY1617.pdf) The gap for 2016-2017 is considerably larger than for 2013-2014. Moreover, inequities within CSU are particularly visible.
- *Support Due Process Protections for Probationary Tenure-Track Faculty.* Last April, the AAUP's Colorado Conference approved a new Statement on the Inclusion of Disciplinary Matters in Annual Evaluations of Probationary Faculty and the Availability of Due Process to those Accused of Professional Misconduct. This statement (<https://aaupcsu.files.wordpress.com/2019/04/csu-aaup-april-19.pdf>) addresses a serious failing in our current system for handling accusations of professional misconduct. The opportunity for the abuse of this loophole is considerable, and we urge your administration to shut it, ensuring fair treatment for all faculty from the day they step on campus.

Priority #3. Enhance shared governance

- *Strengthen the Grievance Process.* An important premise of AAUP advocacy is that all faculty are entitled to due process and fair treatment in resolving disputes with administrators. While few faculty will need to engage this system, those who do should know that the process and its results will be honored by the administration. Historically there has been disregard for the judgments of faculty-composed grievance panels. We urge you to review the present system and engage faculty in efforts to improve the credibility of this important element of shared governance.
- *Expand the Grievance Process.* We support the expansion of the grievance process to all colleagues across the university, including NTTF as well as those, such as the staff of INTO, whose faculty status is not consistently recognized by the university.
- *Establish Faculty Oversight of the Institutional Review Board.* The national AAUP in 2013 made four important recommendations aimed at strengthening IRB accountability and respect for academic freedom on campus. As Steve Mumme noted (<https://aaupcsu.files.wordpress.com/2019/02/csu-aaup->

[february-2019-newsletter.pdf](https://aaupcsu.files.wordpress.com/2019/05/csuaaupmay2019.pdf)), our campus IRB tends to function as a thing apart, with little faculty oversight.

Priority # 4. Promote budget transparency

- *Increase Instructional Spending.* CSU lags behind most peers and other comparable universities in instructional spending. Economics Professor Steve Shulman, using federal IPEDS data, found that our spending was just \$7,699 per student in 2017, placing us 41st among 49 public land grant doctoral universities (<https://aaupcsu.files.wordpress.com/2019/05/csuaaupmay2019.pdf>). This finding is all the more jarring in light of the ill-considered expenditure on a football stadium costing better than a quarter billion dollars.
- *Increase college budgets at a faster rate than the athletics budget.* The athletic subsidy (money from general funds and student fees) has increased more than four-fold since 2005, while the average budget for our eight academic colleges has not even doubled (see Figure 1). Academic departments are regularly being asked to participate in “reallocation exercises” – i.e., budget cuts, while athletics keeps getting proportionally more. Figure 2 shows trends in revenue at CSU: in 2005, the difference between the total revenue and the college budgets was \$104 million, but in 2018, the amount that CSU spends over the college budgets increased to \$309 million. Why did this spending triple over these years?

Priority # 5. Deepen equity and inclusion

- Equity and inclusion are central to CSU’s commitments and necessary for a world-class university. Gender equity is one of the most important issues because it affects faculty, particularly full professors, while the ranks of NTTFs consist primarily of women. Attracting and retaining a more diverse faculty should remain a central priority.
- The gap in salaries for full professor women compared to full professor men has decreased to 3.5% from over 5% a few years ago but a gap still persists. Figure 3 shows trends in numbers of TTF by gender, for the three ranks.
- Differences in salaries that are due to retention raises should not be allowed to persist -- salaries of equally qualified faculty who do not have retention raises should gradually be brought up the same level. This recognizes that factors other than merit often prompt faculty to seek outside offers, and that faculty with family are at a disadvantage.
- Universities should recognize the difficulties of combining the tenure track with parenting, and that these difficulties unfairly burden women, particularly NTTF. On-site child care is a reasonable expectation at any large institution. At CSU, “lactation rooms” have been established with some fanfare, but they are not useful if the baby is many miles away at day care.
- Exit interviews for women and faculty from currently underrepresented categories leaving CSU might shed light on the particular changes needed to attract and retain them. Some of those conducting interviews should be independent of the department or unit.

These priorities are offered in the spirit of collaboration and reflect the commitment of the CSU chapter of AAUP to the educational mission of the university, shared governance, and the equitable treatment of faculty. Moreover, our Chapter fully recognizes that we are only one part of the University and are supportive of an equitable and inclusive CSU for all. We would welcome the opportunity to meet with you in person in the near future and as your schedule allows.

Figure 1: CSU Budget Trends -- Academics vs Athletics

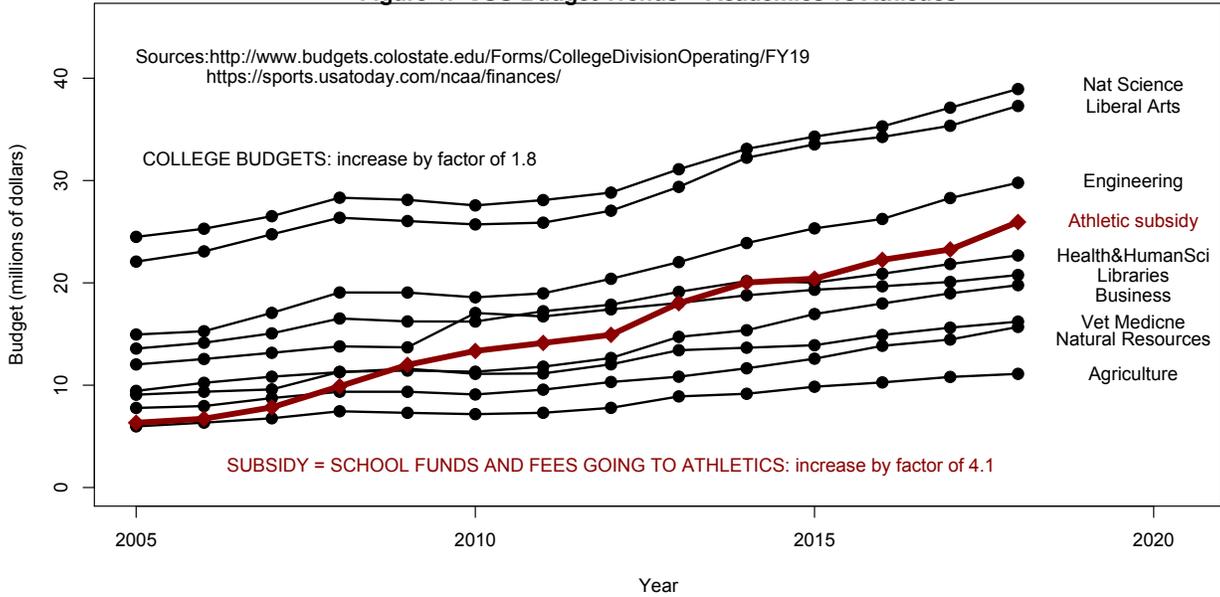


Figure 2: Trends in Revenue and Spending at CSU

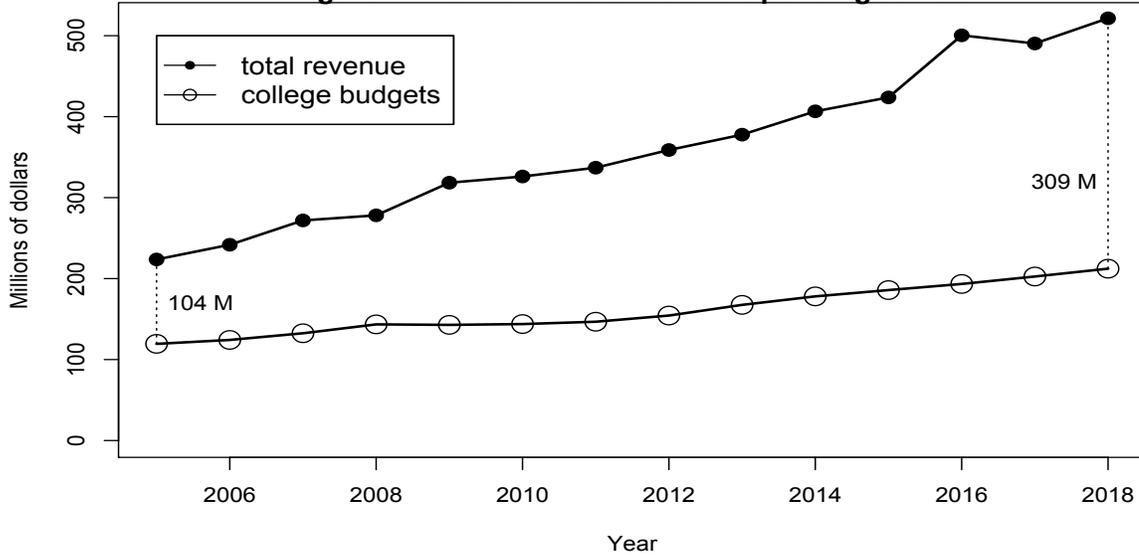
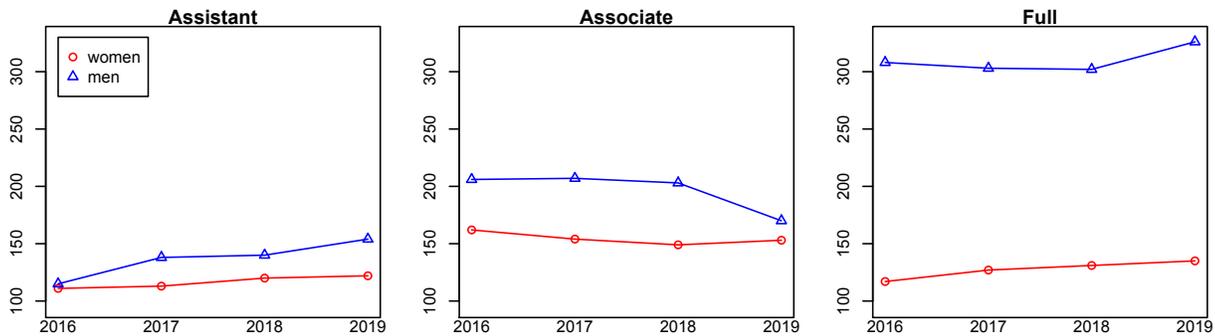


Figure 3: Trends in TTF faculty numbers by gender



OFFICERS, CSU CHAPTER OF THE AAUP

Mary Meyer, President, meyer@stat.colostate.edu, 491-5762

Ross McConnell, Co-President, rmm@cs.colostate.edu, 491-7524

Natalie Barnes, V-P for Non-Tenure-Track Faculty Affairs, Natalie.Barnes@colostate.edu, 491-6774

Dimitris Stevis, Secretary and Treasurer, Dimitris.Stevis@colostate.edu, 491-6082

Steve Mumme, Colorado Conference President, Stephen.Mumme@ColoState.edu, 491-7428

Bill Timpson, at large Executive Committee member, William.Timpson@colostate.edu, 491-7630

Mary Van Buren, at large Executive Committee member, mary.vanburen@colostate.edu, 491-3781

Facebook page: <https://www.facebook.com/CSUAAUP?fref=ts>

Website: <https://aaupcsu.org>

AAUP State Conference: <http://aaupcolorado.org>

To join AAUP and our CSU chapter, sign up at the national AAUP site:
<http://aaup.org>.

MEMBERSHIP MEETING OF THE AAUP-CSU CHAPTER

September 25, 2019, 12-1

LSC 378

Officer Elections

Ways to Become Involved

Strategies to Increase and Diversify Membership

Ideas to Enhance our Chapter's Role and Activities

Please contact any of the officers for questions and ideas for the agenda