

Monthly Membership Meeting

Wednesday, March 9th, 4-5pm
(2nd Wednesday of the month)

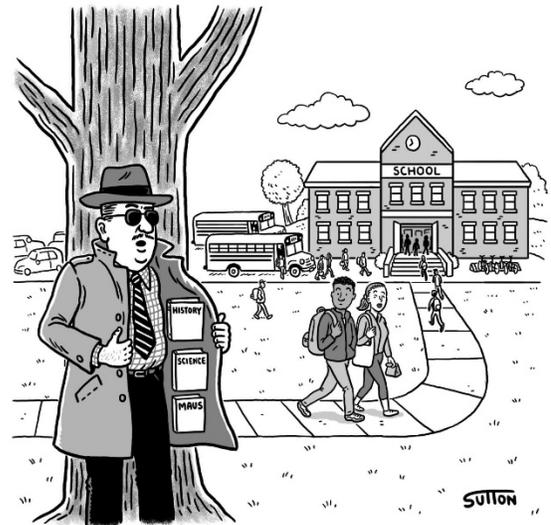
Online this wintry week via [Zoom](#)

Come meet your colleagues and organize for a better CSU. We encourage all tenure-track and non-tenure-track faculty members to attend, regardless of whether you are a member of our national organization. The forecast is snowy, so we will meet online this month. If you are interested in getting involved but cannot attend this meeting, email us at aaupcsu@gmail.com.

Academic Freedom

By Anders Fremstad

Academic freedom is under attack across the country, as state governments and university, college, and K-12 school boards consider new measures to restrict what can be taught in public universities and schools. The AAUP recently reaffirmed its long-standing commitment to academic freedom in a [Joint Statement on Efforts to Restrict Education about Racism](#) that recognizes that, “these bills risk infringing on the right of faculty to teach and of students to learn.” Our chapter works to protect these rights at CSU.



“Pssst ... hey, kids.”

Fort Collins artist, [Ward Sutton](#), captures the moment in a recent cartoon published in *The New Yorker*.

The Lackluster Launch of the Courageous Strategic Transformation of CSU

Well, the Courageous Strategic Transformation has been written—or at least a very professional brochure has been produced. It offers a litany of broad commitments regarding student success, environmental sustainability, and other noble goals. And while it highlights ideas such as inclusion and equity and a thriving community, there’s not much indication what that means *materially* for faculty,

specifically for Non-Tenure-Track Faculty (NTTF). Despite the statement's claim that 350 meetings were held during the drafting phase, certain NTTF groups submitted letters and/or requested meetings that garnered no response. And although it boasts 1,500 survey responses and 100 Inspiration Proposals, it's unclear if or to what extent they will actually be incorporated.

While this transformation plan is clearly committed to student success, it is unsurprisingly silent regarding its commitment to NTTF. This administration seems to recognize that whether measured in sheer number of students, the revenues they generate, or the University's foundational educational mission, under-graduate education is CSU's most critical function. But it fails to recognize how this function is largely supported by — and critically reliant upon — NTTF as most undergraduate sections are taught by NTTF.

Undergraduate teaching creates a budgetary surplus as the tuition revenue and state subsidies brought in by students far exceed the cost of teaching them, but CSU has continued to increase NTTF positions much more rapidly than Tenure-Track positions. In 2010 the number of NTTF was 484, but by 2019 that had risen to 775, and NTTF currently make up approximately 1/3 of all faculty.

The NTTF of the College of Liberal Arts are especially exploited as they teach well over half of all AUCC courses and some of these classes have 100+ or 200+ students. In 2019 NTTF in the College of Liberal Arts generated around \$117 million dollars in tuition but compensatory wages remained under \$10 million. The CLA had the highest production of credit hours, amounting to over 1/4 of the total credit hours taught, and with 1/3

highest number of both undergraduate and graduate students among CSU colleges. Yet compensation is not remotely equitable. Before the base salary was raised, the mean salary for non-senior instructors across the University was \$56,131, while the mean salary for CLA instructors was \$46,440 (\$50,399 if senior). In contrast, engineering instructors earned \$66,050 and business instructors earned \$68,146 (\$92,590 if senior).

The struggles and inequalities of many people were amplified with Covid-19, and this has certainly been true for CSU faculty and staff. Many NTTF have to take on supplemental income to meet the cost of living, and due to the pandemic many lost necessary side-jobs, summer jobs, and other sources of income in the face of rising costs for utilities, gas, groceries, childcare, health care, and other expenses. Even with the current salary base increasing to \$50,000, this salary is unsustainable for many faculty without supplemental income. After deductions that hardly reaches \$3,000 month in a community where the average rent or mortgage payment is well over \$1,000, and the median income is \$65,000 in the city, and \$59,000 in the area at large. Many faculty are losing money the longer they stay here, but they remain because they are dedicated to the University and the community at large. And perhaps because of a sense of hope . . .

Hope that they will be included in this promise of equity and a thriving community.

If the University took the bold move to pay NTTF the median area income at \$59,000, this would amount to a fraction of the University's budget. It wouldn't even affect NTTF who already earn that or more, e.g., engineering and business, and NTTF salaries

would still be \$100,000 less than the salaries of many tenured faculty.

The models of academia are changing. To be truly courageous, CSU could lead this paradigm shift, particularly in the areas of university priorities and faculty and staff compensation. By addressing issues such as salary equity and wage compression, and by aligning faculty's wages closer to the revenue they generate, the University could enhance the fundamental role that NTTF have in student success. If the words equity and prosperity are to have any sense of meaning or correspondence to their values, then this must include addressing the inequities experienced by many NTTF.

If all faculty and staff were compensated on a level that provided true financial security, this would allow many NTTF a luxury only some of their colleagues enjoy: to fully indulge themselves in their chosen profession. Free from financial burdens and side jobs, they could dedicate their entire energies to their teaching and research. Such financial security would lead to higher quality teaching, greater student success, less stress and burnout among faculty, less turnover for the University, and more consistency in the classroom.

Is this part of the administration's plan for courageous transformation? We shall see...

The Adjunct Situation

By Anders Fremstad

Colorado filmmaker Kelsey Quackenbush's new film highlights the struggles of non-tenure track faculty at Colorado colleges and University. *The Adjunct Situation* interviews several local NTTF about the precarity and indignity of their work. It includes footage from our chapter's panel event in October,

2021 on "Unionization at CSU?" We encourage you to watch and share the 10-minute film, which is freely [available via Youtube](#).



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