Dear Colleagues:

I want to begin by again thanking all of our faculty for the outstanding work that was done this spring in moving to remote instruction, and also the work being done this summer in preparing for a unique fall semester ahead of us. We share the values reflected in your statement from the June 1 open meeting on the Oval organized by CoNTTF and as delivered by the Faculty Council for public comment at the Board of Governors meeting on June 5: “One Faculty, One CSU” and “Effective Shared Governance Defines a Great Land Grant University,” respectively. We are all committed to continuing to support all faculty, including our non-tenure-track faculty, at Colorado State University; indeed, we believe as you do that ‘One Faculty, One CSU’ is a critical piece in our ability to deliver on our land-grant mission of access and excellence.

As Faculty Council acknowledged in the statement to the Board, Colorado State University has already demonstrated our support of our non-tenure-track faculty in concrete, positive actions. We have a history of shared governance and shared advocacy on behalf of our faculty, and this past academic year saw significant positive outcomes from new opportunities for NTTF:

- Our NTTF were invited to seek promotion; some 50 faculty members will be promoted and receive accompanying salary increases.
- Our NTTF were invited to apply for professional development leave; almost all such requests were granted.
- In a period of severe budget constraints as the result of the COVID pandemic, we increased the minimum base salaries for non-tenure-track faculty across the university.

As you are all aware, in early May the University was facing unprecedented budget shortfalls for next year and beyond. At that time, and at the direction of the Board of Governors, CSU suspended writing multi-year contracts for non-tenure-track faculty. Those faculty whose contracts expired in May 2020 were moved to continuing appointments, albeit with full expectation that they would continue their employment next year in that appointment type.

We are extremely pleased to announce that we can now reinstate multi-year contracts to NTTF whose contracts ended May 2020. Those faculty who previously received notice that their contracts ending in May would convert to continuing appointments will be receiving revised offer letters from their Chair or Dean shortly.

This positive development is thanks to the work of the dozens of faculty and staff who participated in the four-week budget process between the May and June Board meetings. With collaboration from across the university and significant attention on promoting equity for all of our employees, we were able to present a Fiscal Year 2020-2021 budget to the Board that addressed the budget shortfall and preserved filled positions by cutting campus expenses, using campus and CSU System reserves, and refinancing existing debt. After hearing our plan, the Board made the decision to defer to our judgment about whether to reinstate contracts for NTTF faculty. This decision was based on two factors:

1. the budget picture for next year, which clarified considerably in a positive direction;
2. faculty feedback to leadership, including to the Board and System.

However, although the budget picture for Fiscal Year 2020-2021 has clarified considerably, the picture two years away is still quite opaque. Many factors, including most notably the progression of the pandemic and the public...
health guidance that will follow, remain beyond our control for the long run. Given the continued global uncertainty, we must be financially prudent and even fiscally conservative.
Consistent with this abundance of fiscal caution on the part of the CSU System and the campus, NTTF whose contracts will end in May of 2021 have already been notified that their contracts may not be renewed in May 2021 but may instead be converted to continuing appointments.

Nevertheless, we can assure you now that as the budget is developed for Fiscal Year 2021-2022, maintaining our faculty numbers and sustaining their professional development will be a top priority. This encompasses preserving full-time positions at the University overall and among our NTTF ranks in particular. We are hopeful we will be able to offer these additional contracts in the future.

Finally, the Provost’s Office has been made aware that there are a small number of NTTF whose contracts ended a year ago in May 2019 who were moved to continuing appointments. Working with the appropriate Deans and Chairs, we will revisit those on a case-by-case basis this summer.

The first few months of 2020 have been incredibly challenging, not just for our community, but for our nation and our world, and it seems clear that we will need to work together, have faith in our proven capacity for collaboration and shared governance, and trust in one another to move forward. When it comes to many of the issues we are all grappling with, it is hard to know what to say. But when it comes the specific concerns of the NTTF at CSU, the entire university is united. Let me reiterate what I noted above: One Faculty, One CSU is important to our land-grant mission of access and excellence. You are valued members of our institution and our community. We want you here.

Sincerely, - Rick

Rick Miranda
Provost and Executive Vice President
Colorado State University