



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

August, 2020

Agenda

APC does not hold a regular meeting in August.



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

August, 2020

Minutes

No regular meeting held in August



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, September 22, 2020
Auraria Library | Web Conference Meeting
10:30am-12:00pm

Agenda

1. Welcome & Introductions. (All)

We have new members to meet & returning ones to greet.

2. Approval of last meeting minutes. (All)

3. CU Regents Policy 3.E: Search Committee Membership Requirements

Primarily a Faculty Council EPUS matter, but APC has been asked to review.

4. AY 2020-21 APC Priorities & Goals:

A) APS summer revisions: items for follow-up?

B) Faculty Advisor & More: the new Chancellor & the Viveiros Proposal?

5. Academic Personnel Committee Officers Election:

Chair, Secretary & perhaps a Vice-Chair for AY 2020-21



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, September 22, 2020
Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

In attendance: Wayne Miller, Lan Liang, Diana White, Deserai Crow, Kent Homchick & Eric Baker (recording)

1. Welcome & Introductions. (All)
2. Approval of last meeting minutes. (All): Approved as submitted.
3. CU Regents Policy 3.E. Search Committee Membership Requirements: Change in Regent policy in the composition of search committees for campus Deans. APC rejects the proposal as both unnecessary & an unwarranted interference in shared governance. Chair will draft a memo for APC review & then forward to CU Denver Faculty Assembly Chair, Michael Zinser.
4. AY 2020-21 APC Priorities & Goals:
 - A) APS revisions during the summer by CU System were reviewed for possible follow-up. APS 5060 Faculty Titles was identified as potentially important for a Campus Administrative Policy
 - B) Faculty Advisor & Reorganization of Equity/Grievance Offices. Chair will contact Nelia Viveiros for update & possible next steps. Follow up with Provost or Chancellor if necessary and/or useful.

C) FCQ requirement for fall on CU Denver campus? Investigate specifics on this & follow up with UCD Faculty Assembly Chair.

D) Explore possible formalized, closer relationship with UCDAI on policy matters. Chair will discuss with UCDAI President, Vivian Shyu.

5. Academic Personnel Committee Officers Election for AY 2020-21

Chair: Eric Baker

Vice-Chair: Diana White

Secretary: Open

Meeting adjourned at 11:30am.



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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, October 27th, 2020

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Agenda

1. Welcome & Introductions. (All)
2. Approval of September 2020 meeting minutes. (All)
3. Regents 3.E Policy revision outcome. (Eric)
4. Faculty Performance Evaluations for 2020. (All)
 - A) FCQs & their use in CU Denver.
 - B) “Meeting Expectations” Model for 2020?
5. Officer Elections. (All)
 - A) Candidates for Secretary.



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, October 27th, 2020

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

In Attendance: Michael Jenson, Wayne Miller, Lan Liang, Diana White, Deserai Crow, Kent Homchick & Eric Baker (recording)

1. Welcome & Introductions. (All)
2. Approval of September meeting minutes. (All): Approved as submitted.
3. Regents 3.E Policy revision outcome. (Eric): Faculty Council EPUS Committee agreed to a “compromise” proposal & has now begun to work on a suitable Administrative Policy Statement to standardize high-level search committees at the System & campus level.
4. Faculty Performance Evaluations for 2020. (All): Vigorous & engaged discussion on possible options of a “meeting/not meeting expectations” model for 2020 evaluations. Important concerns remain focused on FCQs & their use, adherence and/or modification to the professional plans & impact on tenure track reviews & promotion. Strong recommendations

include a commitment to flexibility at the school & primary unit level with a consistent guideline from the campus leadership. Furthermore, given that the novel coronavirus pandemic will undoubtedly impact next year, planning should begin now—uncertain & ad hoc responses that were necessary at first are obviously insufficient for the upcoming semesters.

5. Officer Elections. (All): Currently, the position of Secretary remains open.



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CU Denver Faculty Assembly – Academic Personnel Committee

November, 2020

Agenda

November meeting cancelled in order to attend the Chancellor's State of the
Campus Address.



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CU Denver Faculty Assembly – Academic Personnel Committee

November, 2020

Minutes

November meeting cancelled in order to attend the Chancellor's State of the
Campus Address.



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, December 8, 2020
Auraria Library | Web Conference Meeting
10:30am-12:00pm
Agenda

1. Welcome & Introductions. (All)
2. APC Review of CU Faculty Assembly Performance Evaluation Resolution for 2020. (All)
3. APC Review of the Contact Hours Guidelines (All)
4. APC Review of the “Remote Day” Proposal (All)



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, December 8, 2020
Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

In attendance: Lan Liang, Diana White, Deserai Crow, Kent Homchick & Eric Baker (recording)

1. Welcome & Introductions. (All)

2. APC Review of CU Faculty Assembly Performance Evaluation Resolution for 2020. (All)
 - APC members report that their schools & departments at this point have either made no specific announcements regarding 2020 faculty performance evaluations or have affirmed they will use their regular process—albeit with special attentions paid to the extenuating circumstances induced by the current pandemic.
 - APC members also report continuing dissatisfaction with the FCQ policy currently in force: FCQs are problematic at best in an ordinary semester, how much less useful must they be in our present conditions?
 - APC members also report wide variation depending on the intentions & competence of departmental Chairs. Improved mentoring for new Chairs would be a useful addition to the Center for Faculty Development.

3. APC Review of the Contact Hours Guidelines (All): In response to accreditation demands, CU Denver is developing a “Credit Hour and Contact Hour Guidelines” document for the two campuses.

- APC expresses concerns in line with Faculty Assembly, UCDALI & EPPC critiques—mostly in response to inadequate & unrealistic expectations spelled out in terms of monitoring for independent studies, internships, field studies & such activities—undertaken by faculty for no compensation & little recognition.

4. APC Review of the “Remote Day” Proposal:

- APC understands the irresistible appeal to Administration for a “seamless pivot” to remote instruction on occasions where inclement weather or other emergencies lead to a campus closure & the suspension of class meetings. Nonetheless, the logistical, pedagogical & curricular preparation required to implement such a program in anticipation of closures which do not regularly or frequently occur are certainly greatly disproportionate to any potential gains. APC cannot support this proposal.

Finally, APC congratulates Professor Kent Homchick on his retirement after over three decades of service here at the University of Colorado Denver College of Arts & Media.

Meeting adjourned at 11:30am.



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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, January 26th, 2020

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Agenda

1. Welcome & Introductions. (All)
2. Regents 11.E Policy Revision. (All)
3. APS 5062 Leave Policy Revision . (All)
4. Draft Lactation Policy. (All)
5. Open Secretary Officer Position. (All)



University of Colorado
Denver

CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, January 26, 2021
Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

In attendance: Lan Liang, Diana White, Deserai Crow, Connie Fulmer, Michael Jenson & Eric Baker (recording)

1. Welcome & Introductions. (All)

2. APC Review of CU Regents Policy 11.E Sick Leave & the draft APS 5062. (All)
 - APC supports this long-overdue extension of sick leave benefits to other previously ignored classifications of employees. One might imagine a university would have done so without the impetus of new statutory law, but such is progress.
 - APC expresses concern that the right of full-time employees & faculty on 12-month appointments to accumulate sick leave with “no limit” has been removed from 11.E.2(B)[1], but does note this right is retained in the more easily modified APS 5063.
 - APC notes that faculty on traditional 9-month appointments are not extended this benefit for reasons which are not entirely clear.

3. APC Review of the proposed Lactation Policy (All): In response to new Colorado statutory law , CU Denver is developing a “Lactation Policy” for the two campuses.
 - APC expresses support for this long-awaited official clarification of the options & accessibility for on-campus lactation. Once again, the Colorado General Assembly must also be thanked.

- Despite general approval, APC concerns included certain logistical details as addressed in the current draft, including but not limited to:
 1. The breaks are designed in such a manner to represent the very minimum of time necessary; any ordinary complications resulting from the lack of access to facilities, where such facilities are located & numerous other factors which may be expected on a busy university campus will certainly oblige users to exceed the policy limits.
 2. Combined with unpaid breaks already incorporated into a regular work-day, these additional unpaid breaks would extend the time at the workplace yet again—given the paucity of support available for parents & families in this country in general, making these short breaks also unpaid seems contrary to the spirit of the policy.
 3. Finally, APC members were not persuaded that the Office of Equity would best positioned to reconcile conflicts or difficulties introduced by the exercise of this policy. Nonetheless, due to the wide range of circumstances & particulars that could be involved, APC did not produce an alternate, single office suggestion either.

- 4. APC Election of Secretary: Professor Deserai Crow with the School of Public Affairs has graciously accepted the office. Congratulations & thanks!

Meeting adjourned at 11:30am.



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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, February 23rd, 2021

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Agenda

No regular meeting scheduled for February.



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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, February 23rd, 2021
Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

No regular meeting scheduled for February.



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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, March 23rd, 2021

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Agenda

1. Welcome (All)

2. Approval of Minutes (All)

3. Updates on Continuing Business (Eric)
 - A. Lactation Policy
 - B. Faculty Advisor & More
 - C. Pay Equity Survey Report

4. CURFA at CU Denver (All)

5. Merit Pool Decision Timeline Change (All)



University of Colorado
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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, March 23rd, 2021

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

1. Welcome (All)

Present: Eric Baker, Deserai Crow, Lan Liang, Jeffrey Schrader, Diana White

2. Updates on Continuing Business (Eric)

A. Lactation Policy

--Was due very soon after last meeting, so Eric responded directly after our conversation.

--Committee on the Status of Women from CU Denver's Faculty Assembly did a thorough analysis of the policy & present their analysis at Executive Committee.

B. Faculty Advisor & More

--Eric is pursuing discussing this with Nelia Viveiros, but with little success so far.

C. Pay Equity Survey Report

--Eric and Diana both went to update presentations on the new pay equity survey (UCDALI and CU Faculty Council Payroll & Benefits Committee) done in response the Colorado EPEWA.

--Very complex because of how campuses deal with titles, pay, etc. differently, but a real lack of substantive information on the precise process & no examples provided of actual survey results.

3. Approval of Minutes (All)

--Eric sent minutes from last two meetings. No issues raised.

--Approved by acclamation.

4. CURFA at CU Denver (All)

--CU Retired Faculty Association – there is one on the Boulder campus and Anschutz (less robust than Boulder)

--Tamara would like to expand this to all campuses with faculty council serving as a model.

--CURFA would review retirement benefits, retired faculty have institutional memory and expertise. Sometimes these faculty would like to continue to work on their areas of interest. CURFA could serve as a way to keep retired faculty engaged in the university community.

--Questions/Discussion:

--Diana: What is APC being asked to do?

--Jeffrey: What would this group of retired faculty do (would they have voting power, etc.)? It doesn't seem like anyone has defined the activities of CURFA yet. Will it be system-level or campus-level? Will it be part of faculty council? Would faculty be interested in participating in this? Maybe we need to wait for a better definition before we can make decisions.

--Eric: the one in Boulder has dues, spots on campus committees, clear bylaws, input on topics they have relevant perspectives/expertise. Hasn't seen a proposal, but in Boulder it's pretty robust and could be a prototype of what it might look like. It seems important to first assess level of interest in CURFA.

--Lan and Deserai echo these questions

--Eric will take these questions/comments to Executive Committee

5. Merit Pool Decision Timeline Change (All)

--The policy would change the decision-point for the merit pool to the census deadline in the fall. The raise would then take effect in the calendar year in January instead of the current change that happens on the FY in July.

--Diana says that the underlying reason is that right now there is no merit pool. However, since the budget projections are looking stronger, this would allow for a merit pool if the enrollment figures are strong in the fall.

--Diana says the merit cycle should be moved to AY as well so that pay and merit evals are synched.

--It seems to have started as a response to COVID, but now is a permanent policy change.

--This was presented to the Regents in February as part of the budget, salary, compensation discussion.

--It's unclear how much of this change is restricted/initiated by campus, system, or state.

--Questions/discussion:

--Temporary or permanent?

--Should this be tied to AY or FY?

--What is the impetus?

--Have they conducted a study or produced a report that we can read and help us understand their rationale?

Adjourn 11:18am



University of Colorado
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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, April 27th, 2021

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Agenda

1. Welcome & Introductions. (All)

2. Updates on Continuing Business. (Eric)
 - A. Pay Equity Survey
 - B. CURFA
 - C. Merit Pool Timeline Calendar Change

3. Matters of Impending Concern? (Eric)
 - A. Faculty Intellectual Property Rights: Regent Policy 5.K & APS 1014
 - B. EPEWA & Faculty Promotions: Positions & Postings

4. APC Succession Planning for 2021-22 (All)



University of Colorado
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CU Denver Faculty Assembly – Academic Personnel Committee

Tuesday, April 27th, 2021

Auraria Library | Web Conference Meeting
10:30am-12:00pm

Minutes

1. Welcome & Introductions. (All)

Present: Eric Baker, Deserai Crow, Michael Jenson, Lan Liang, Jeffrey Schrader & Diana White

2. Approval of March minutes (All) Approved as submitted.

3. Updates on Continuing Business. (All)

A. Pay Equity Survey

Brief discussion of President Kennedy's report to faculty council on pay equity. A lack of any detailed information regarding samples, definitions & process has been noted with dismay by the committee.

B. CURFA

Eric brought this proposal to the CU Denver Faculty Assembly Executive Committee. Michael Zinser, Chair of FA, recommends a delay. The Chancellor is interested but want the new Provost to start before picking it up for additional action.

C. Merit Pool Timeline Calendar Change

The Regents approved adjusting the merit pool timing. They also will provide one-time salary bumps. They said they will discuss discussing the performance evaluation schedule to coincide with the salary timeline also.

3. Matters of Impending Concern for APC (All)

A. Faculty Intellectual Property Rights: Regent Policy 5.K & APS 1014

Michael Lightner gave an update at the Faculty Council meeting about intellectual property when faculty develop ideas within their normal work in

faculty role. He wants to develop a policy where intellectual property rights would remain with the faculty member regardless of whether it is within or outside of their normal duties. Unless specified in a contract, departments and units could not require faculty to relinquish these rights (e.g., online courses, etc.).

Jeffrey pointed out (based on Faculty Senate discussion) that it will be important to ensure that schools, departments, etc. become acquainted with this policy. Otherwise, they might not follow the policy or apply it inconsistently.

Lan voiced support for this type of policy to protect faculty intellectual property rights.

B. EPEWA & Faculty Promotions: Positions & Postings

This new law has implications for how the campus posts positions. Michael Lightner suggested that the CTT track titles could be restructured in campus policy so that when these faculty apply for promotion they do not have to go through an outside posting process (currently because they are different tracks, these positions may need to be posted). The restructuring would make the CTT faculty titles a 'natural progression' from one to another instead of a separate track.

4. APC Succession Planning for 2021-22 (All)

There will be a new library representative to APC starting in July. Kevin Seeber has experience on the library's CTT committee, has been Chair of the Auraria Library Faculty, is the library's current FA representative & worked on other faculty governance matters that will make him a good candidate for APC.

Should APC have a more formal association with UCDALI since so many UCD faculty are non-tenure track/tenure? Some campus committees have a sub-committee that focuses on policy. UCDALI is interested in the idea of having a policy-focused subcommittee. Eric suggests that next fall an ad-hoc liaison from UCDALI could attend APC meetings regularly for planning & co-operation and he might be able to fill that role.

5. Other Discussion (All)

Lan asked for more information about the policy related to a second tenure clock stoppage due to COVID. Eric will look into finding whether there is a university policy that dictates the terms.

Eric recommends working on the communication/interaction with the Provost's office as our new Provost settles in.

Thanks to Eric for his service as APC Chair!

Adjourn 11:31