



Faculty Assembly

UNIVERSITY OF COLORADO **DENVER**

To: Alastair Norcross, Chair, CU Faculty Council

CC:

Michelle Marks, Chancellor, CU Denver
Constancio Nakuma, Provost, CU Denver
Turan Kayaoglu, AVC for Faculty Affairs, CU Denver

From: Sasha Breger, Chair, CU Denver Faculty Assembly Chair
Vivian Shyu, Vice-Chair, CU Denver Faculty Assembly
Dennis DeBay, Secretary, CU Denver Faculty Assembly
CU Denver Faculty Assembly Executive Committee

Re: **CU Denver Faculty Assembly Report of Activities, 2023-2024**

Date: 05 May 2024

Executive Summary

The CU Denver Faculty Assembly (FA) has had an eventful, productive, and challenging 2023-2024 academic year. The Faculty Assembly at CU Denver convened regularly throughout the 2023-2024 academic year to address various issues and initiatives impacting faculty and the university community. Key actions and discussions included:

1. Election of new leadership, including Sasha Breger Bush as Faculty Assembly Chair.
2. Ongoing discussions and proposed revisions to the Faculty Course Questionnaire (FCQ) process, addressing concerns over data mining, potential rights violations, and involvement of the Office of Equity.
3. Oversight and input on the transition of graduate support services in-house after the dissolution of the Graduate School, raising concerns about leadership roles and the graduate application process's impact on enrollment.
4. Engagement with the AHEC Master Plan process, requesting additional documentation, transparency, and faculty involvement in shaping the guiding principles, urban design concepts, and funding strategies for the Auraria campus development.
5. Review and approval of various policies, including the Faculty Assembly Elections Process Policy, CAP 1019, and CAP 1027, with discussions on implementation and template revisions.
6. Collaboration with Staff Council to address concerns over budget cuts, position eliminations, and increased workloads for remaining staff, culminating in a joint letter to the Chancellor, Provost, and EVC for Finance and Administration.
7. A report connected to FAR/DEI concerns was brought to the Faculty Assembly and awaiting next steps.
8. Conversations with upper administration and the Student Government Association (SGA) around improving student mental health and financial aid issues.
9. In collaboration with the Provost and Peter Anthamatten writing a shared governance report to bolster shared governance in the schools and colleges.
10. We held a peaceful, deliberative, open forum for faculty on campus to discuss campus protests and the administrative and police response.

Highlights

- Election of new Faculty Assembly leadership
- Proposed revisions to the FCQ process and data mining practices
- Oversight of graduate support services transition and enrollment challenges
- Engagement in the AHEC Master Plan process and campus development
- Policy reviews and approvals, including elections and personnel policies
- Joint advocacy with Staff Council on budget cut impacts and staff workloads
- A vote of censure of Provost Nakuma that ended in a withdrawal of the motion.

One of the purposes of this report is to provide future stakeholders with a comprehensive record of the Assembly's activities and membership. We have provided a detailed description of the committee's primary activities and accomplishments for the year in the narrative of the memo just below. Following that, we have also presented bullet points highlighting the key accomplishments and activities of the **primary sub-committees** serving under the FA (Appendix 01), the **formal votes** of the Assembly (Appendix 02), its **guest presenters** during its eight standard meetings of the year (Appendix 03), as well as its current roster of **active officers and members** (Appendix 04).

Summary of Primary Activities over the 2023-2024 Academic Year

Work with Chancellor Michelle Marks

Dr. Marks displayed a keen interest in learning about CU Denver's culture, needs, and initiatives through continual discussion with the Faculty Assembly (FA). Dr. Marks attended multiple meetings during the academic year to discuss FCQs, transparency around 3rd party contractors, student financial aid and mental health services, the future of CU Denver in relation to the budget crisis on campus and the higher ed crisis and to collect faculty input.

Strengthening Shared Governance

CU Denver is experiencing significant changes due to various factors, including demographic shifts, financial urgency, and pressure to improve outcomes while lowering costs. To manage these challenges, the university should adhere to Regent Law and Policy concerning shared governance. However, shared governance is inconsistently practiced across the campus. Over the course of AY 2023-4, FA received a wide array of faculty complaints that indicated potential violations of Article 5 of the Regent Laws, which sets out the rights, powers, and responsibilities of the faculty in shared governance. Post-censure, AVCFA Kayaoglu initiated action, and we now have a report documenting progress in shared governance. CU Denver needs to identify and implement shared governance structures and practices that comply with Regent Law and Policy, ensure their implementation across schools and libraries, and issue an annual report on shared governance's health. This will strengthen the faculty's voice, lead to better-informed decisions, and faster implementation, among other benefits. Additionally, we have seen the development of new shared governance bodies on campus and renovation/reform in others, including CAP, CAM, and SPA.

FAR/DEI Work

During the summer, a subgroup of faculty created a document of recommendations to offer comprehensive guidance and best practices for incorporating diversity, equity, and inclusion (DEI) into

faculty activity reporting and merit reviews. It underscores the importance of DEI work, defines key terms, and proposes a transparent and equitable implementation process that includes criteria for evaluation, accountability, and flexibility. Best practices include examples of DEI contributions in teaching, research, and service, inclusive pedagogy training, transparent policy changes, appeal and grievance policies, and differentiated workloads for DEI efforts. Sample activities are provided to assist faculty in reporting DEI-related efforts across their roles. This year, FA Chair and FA ExCom reviewed the document, and it was also sent out for comment to administrative units, such as Legal. FA is also relying on the findings in this report to inform its recommendations in other arenas, for example, in thinking about risks associated with new badging processes on campus.

Multi-Year Contract Resolution

The University of Colorado Denver is among several schools that have begun the process of offering more multi-year contracts to eligible faculty as a way to show appreciation and enhance job security. The university aims to have at least 50% of IRC faculty on multi-year contracts by the end of the upcoming academic year. The four-step process involves an administrative review, application, substantive review, and final review. The primary unit head will determine the merit of individual faculty or librarian for a multi-year contract, and the dean or library director will have final decision-making authority. This move towards multi-year contracts is an ongoing process that multiple institutions have initiated to provide greater stability and recognition for their instructional faculty. We can update to include progress: base building raises for MYC contract holders, as well as retroactive base building raises for faculty awarded an MYC in the five years prior to the passage of the IRC Roadmap on IRC Raises. The Provost approved the retroactive raises during the censure process.

FCQ Resolution

Research has shown that student evaluations of teaching (SET) tools like the Faculty Course Questionnaire (FCQ) are biased against women and marginalized groups and have little correlation with teaching quality. Despite this, FCQs continue to play a central role in faculty evaluation and results are published publicly, inviting scrutiny not faced by administrators. The FCQ office began using keywords related to equity in 2019 without consulting faculty governance groups and faculty are now at risk due to the use of this biased tool. The Office of Equity is treating the FCQ as if it were an equity report, denying faculty due process. However, students have other avenues to file actual equity reports, and there is no requirement for the use of the current FCQ or written comments. The academic year resulted in a charge to create a working group to explore and build next steps for the FCQ process.

Faculty Assembly Award

The CU Denver Faculty Assembly established the Faculty Assembly award in 2018 to honor and recognize a member of the CU Denver community (encompassing administration, faculty, and staff) for contributions to shared and faculty governance at CU Denver. The Faculty Assembly Executive Committee gave the award to Jeffrey Schrader Associate Professor of Visual Arts 2023-2024, the award's seventh year.

Anticipated Initiatives for the 2024-2025 Academic Year

The following faculty members will serve as its officers:

- § Sasha Breger (SPA), **Chair** (2023-2025)
- § Dennis DeBay (SEHD), **Vice-Chair** (2024-2026)
- § Jamie Hodgkins (CLAS), **Secretary** (2024-2026)

Several pertinent issues remain on the agenda for the CU Denver Faculty Assembly for the next year, many of which extend current activities. Some of these activities include:

- New chancellor search
- Article 5 concerns and compliance
- Faculty wages and working conditions: including overwork, underpay, pay equity/compression, retention, flexibilization and precarity, CCC work, PD funds
- Phase 3 budget realignment: including managing impacts of faculty retirements, mitigating administrative bloat, and rethinking strategic plan
- Policy and process work: including administrative evaluation processes, IRC grievance and appeal rights, protecting faculty from surveillance and targeting (FCQ data mining, AI-based surveillance, DEI/FAR and political targeting)
- FA engagement: FA is considering town halls and joint faculty actions, among other forums and methods for cross-campus faculty engagement and collaboration

Sincerely,

Sasha Breger
Chair, CU Denver Faculty Assembly

Vivian Shyu
Vice-Chair, CU Denver Faculty Assembly

Dennis DeBay
Secretary, CU Denver Faculty Assembly

Appendix 01:

Denver Faculty Assembly Sub-Committee Activity and Membership

(2023-2024 Academic Year)

Academic Personnel Committee (APC)

Academic Personnel Committee Summary Report

Academic Year: Fall 2023 - Spring 2024

The Academic Personnel Committee (APC) plays a crucial role as a consultative body, providing insights and recommendations to the Faculty Assembly and the CU Denver Administration regarding personnel policies and practices. Understanding that ultimate decision-making authority resides with the Faculty Assembly and CU Denver Administration, the APC embraces the responsibility of reviewing and offering feedback on proposed policy changes for the campus.

FALL 2023 SUMMARY:

September: The committee engaged in discussions covering various topics, including the CU Denver Policy Process, strategies for advancing policy revisions, the Faculty Grievance mechanism on campus, and implementing a Comprehensive Dean Review Policy for the CU Denver campus.

October: Agenda items included refining the APC process for reporting to the Faculty Assembly and Administration, continued discussion on the comprehensive review of deans, and considerations for enhancing the Faculty Milestone Celebration Proposal.

November: The committee delved into detailed discussions on APS_5060, referenced policies and Faculty Titles, and continued discussing the Comprehensive Review of Deans to ensure thorough assessment.

December: Agenda items focused on addressing critical aspects such as the Salary Grievance Mechanism, Faculty Compensation, and necessary revisions related to IRC, aiming at maintaining fairness and equity in compensation principles.

SPRING 2024 SUMMARY:

February: Topics included addressing Campus Salary Grievances, updating CAP 1006 on Compensation, and refining the Instructional Career Family Job Classification for greater clarity.

March: Discussions revolved around reviewing CAP 1006 revisions, deliberating on the structure and function of the Provost Advisory Committee on Faculty Grievances, and staying updated on APS 5060.

April: The committee thoroughly reviewed Regents Policy 5.G Faculty Grievance and Proposed Revisions, Policy 1022—Post Tenure Review, and discussed the Comprehensive Compensation Collaborative to ensure alignment with institutional goals and faculty needs.

SUMMARY OF FEEDBACK

The APC provided feedback to the Associate Vice Chancellor on Academic Affairs and the Faculty Assembly for the following:

- The APC reviewed and approved revisions to both Regents Policy 5.G Faculty Grievance and Policy 1022: Post Tenure Review, highlighting areas for improvement and clarification to ensure effective implementation.

- The committee raised pertinent points for clarification, particularly regarding FCQ requirements and observation reports related to Policy 1022, emphasizing the need for consistency and clarity in policy directives.
- Additionally, the APC offered constructive feedback on CAP 1006 Faculty Salary Appeals, amending Sections F and G as requested by the Faculty Assembly. It also reviewed the document concerning the Provost Advisory Committee on Faculty Grievances, indicating satisfaction with its current structure and function.

The APC expresses sincere appreciation for the collaborative review process and reaffirms its commitment to continued engagement in shaping policies that directly impact the CU Denver community.

Membership

Hodgkins, Jamie (Co-Chair, CLAS)

Vlahos, Kat (Co-Chair, CAP)

Kendall Hunter (Secretary, CEDC)

Eric Baker (Auraria Library)

Connie Fulmer (SEHD)

Lan Liang (BUS)

Lonnie Schaible (SPA)

Jeffrey Schrader (CAM)

Christopher Stefes (CLAS)

Xiaojun Ren (CLAS)

Michael Jenson (Ex Officio, CAP)

Budget Priorities Committee (BPC)

The faculty members of the CU Denver Budget Priorities Committee (BPC) appreciate the opportunity to present our review of committee activities during 2023-2024 and our recommendations for the 2024-2025 fiscal year regarding the budget and related processes to the Chancellor, Provost, Executive Vice Chancellor for Finance and Administration, and their teams. The BPC bylaws include that the committee should: “Meet annually, at a minimum, with the Chancellor and present a set of recommendations regarding budget process and goals for the next fiscal year.”

I. Review of 2023-2024 BPC Activities

The Budget Priorities Committee (BPC) represents the faculty in advising and consulting with the Chancellor and designees on budget matters. The committee is the primary advising and consultative body to Faculty Assembly on campus-level budgetary matters and serves as a campus-level resource for faculty. The BPC collaborates with the administration in the development of recommendations to the Chancellor for submission to the Board of Regents or its designee(s). The following reflect primary activities and accomplishments for the year:

- Supported administrative transition due to Jennifer Sobanet’s departure.
- Worked with administration to review and support the following new degree proposals:
 - o Bachelor of Applied Science (CLAS)
 - o MS FinTech (Business School)
 - o MA International Affairs (CLAS)
 - o MS Clinical Psychopharmacology (CLAS)
 - o BABS Climate Change Studies (CLAS)
 - o MS Sustainable Business (Business)
- Engaged with administration in Phase 2 of Multi-year Budget Reduction and Realignment Process.
- Examined trends in campus administration spending/staffing.
- Strengthened Staff Council representation/participation on BPC.
- Considered and approved UCDALI representation/participation on BPC.
- Convened meeting with AHEC representatives to discuss AHEC’s Master Plan and funding for proposed commercial and residential development (note, not student housing).
- Convened meeting with Teri Engelke and Mercer to discuss the compensation study and next steps in our compensation plans.

· Worked with Jen St Peter on annual reporting of AVC and higher positions and salaries as well as a searchable salary file of all CU Denver employees.

II. Recommendations

For the upcoming year, BPC is looking forward to 1) working with Ann Sherman on a review of our budget model, 2) continuing to monitor Phase 2 budget cut implementation, especially in relation to effects of the retirement incentive, 3) informing possible Phase 3 of the Budget Reduction and Realignment Process, 4) assisting in implementation of the Salary Oversight Committee (if enacted), 5) continuing to make tangible progress working with the administration to enhance budget transparency, expanding current documents being provided on a yearly basis to include updated NACUBO data, 6) increasing the advisory role of the committee in supporting budget decisions (like prioritizing strategic investments), 7) revisiting salary adjustment amounts for faculty depending on the results of our compensation work, 8) continuing to monitor development/fundraising accomplishments, 9) exploring the possible role of BPC in program closures and revision of [CAP 1025](#) concerning “the committee” referenced in F.2.—specifically in acting as the committee that reviews all program discontinuance proposals regardless of who initiated the closure and, 10) monitoring the impact of AHEC’s Master Plan and ongoing residential and commercial development on campus enrollment, budget, etc.

Membership

Joanne Addison, Chair, College of Liberal Arts and Sciences

Katherine Gunny, Vice Chair, Business School

Kelly McCusker, Secretary, Auraria Library

Todd Ely, School of Public Affairs

Ann Komara, College of Architecture and Planning

Dan Hodges, College of Arts and Media

David Hildebrand, College of Liberal Arts and Sciences

Lucy Dwight, School of Public Affairs

Miloje Radenkovic, College of Engineering, Design and Computing

David Tracer, College of Liberal Arts and Sciences

Anthony Wilson, Staff Council

Committee on the Status of Women (CSW)

Executive Summary

The Committee on the Status of Women (CSW), reviews policies and practices, evaluates, and recommends policies affecting women faculty and students on the CU Denver Campus.

During the AY 2023-2024, the Faculty Assembly Committee on Status of Women continued working on several issues related to the well-being of the women and women identified faculty. The primary focus of the committee was on the following:

- o Pandemic Impact Statement
- o Women's Leadership Program and HERS participation
- o Equal Pay Act and Endorsement of AAA Initiative
- o DEI Affinity group collaboration
- o Alliance Networking
- o Parental Leave

Detailed Description of CSW's Work for AY 2023-2024

Pandemic Impact Statement

In spring 2024, the Committee on the Status of Women (CSW) met with campus leadership team (AVCFA Turan Kayaoglu, Betsy Metzger, and Karen Sobel) and discussed the best practices for proper implementation of the "Pandemic Impact Statement Policy". The policy was proposed by the CSW and approved by the provost during AY 2022-2023.

In 2023-2024, the option to submit the pandemic impact statement was added to the university-wide dossier checklist as well as the guidelines for all faculty going through RTP. The instructions also appeared on the Faculty Affairs website and Interfolio templates for reappointments, tenure, and promotion cases. There are six examples of dossiers that incorporate a pandemic impact statement from last academic year. CFDA will continue to collect dossiers of people who incorporated pandemic statements for both tenure-track and IRC faculty.

A sample letter was added for the external evaluators. This year 11 of 35 applicants have included the pandemic impact statement in their dossiers. One suggestion from the Women's Committee was that CFDA could reach out to the individual faculties who have not included the optional pandemic statement in their RTP dossier to ensure they know about the option and that they are opting out (versus not knowing about it).

In the past two years, roughly 30% of the faculty who have applied for reappointment, tenure, or promotion have included the letter of pandemic impact in their dossiers.

Women's Leadership Program and HERS

Two CSW members, Maryam Darbeheshti and Margaret Woodhull met with campus leadership team and the Regents to discuss the two initiatives that have launched at CU Denver in spring 2024. There are two participation opportunities for faculty of all ranks and titles across CU Denver.

a. [HERS Leadership Institute](#)

One representative from CU Denver will attend the HERS Leadership Institute every year. At this point the administration is working to figure out how the costs of this program will be covered so that every year a CU Denver individual can participate. The total cost of participation is about \$9K.

b. Women's Leadership Program

It is essentially a leadership incubator program for emergent leaders. In its inaugural year (2024-2025), there will be an application process and 15 faculty will be selected to participate.

CSW met with AVC Kayaoglu and Professor of SEHD, Bryn Harris on two occasions and suggested that a spot be reserved for a CSW member, given the group's role in advancing and advocating for women's issues on both of these programs. Dr. Harris has participated in the HERS leadership institute. The Leadership Incubator Program will be a program developed at CU Denver for the first time in fall 2024.

Pay Equity, FAMLI, and CCC Project

During AY 2023-2024, the CU Denver Faculty Assembly Committee on the Status of Women (CSW) continued the conversation around pay disparities and transparency in hiring processes. The committee met with AVC Teri Engelke in December 2023 and discussed the following:

- o FAMLI, a new state ballot initiative that was passed in 2020 and how it is being implemented at CU Denver.
- o There are other family leave options that can be joined together with FAMLI for optional coverage, such as FMLA.
- o Pay Equity- described the CCC process including focus groups, career family review and job description analyses; that information is out for review and feedback.

DEI Affinity group and collaboration

The CSW has two representatives within the DEI Affinity group, Edelina Burciaga and Maryam Darbeheshti. We regularly updated the committee on the formalization of affinity groups happening campus wide, including the rationale for this, the institutional support they may receive, and how we might continue to partner with them going forward in the absence of a monthly meeting. In our opinion, the CSW can serve as a liaison between affinity groups, operational teams, and shared governance committees on our campus.

In summary, during the AY 2023-2024, CSW has invited several stakeholders to our monthly meetings. They include Turan Kayaoglu (AVC of Faculty Affairs), Karen Sobel (Director of CFDA), Betsy Metzger

(Senior Coordinator, Office of the Provost), Antonio Farias (VC of DEI), and Teri Engelke (AVC for Human Resources), to discuss issues related to the well-being of women and women-identified faculty members at CU Denver.

- o Future Plans:
 - o Continue working on major issues impacting the status of women at CU Denver.
 - o Establish a closer relationship with WGC (Women and Gender Center) and perhaps having a CSW member in their advisory board for future collaborations.
- The idea of working in the Fall with Faculty Affairs to develop a survey for female-identified faculty.
- Other places where women could use extra advocacy.
 - o Facilitation of childcare and senior care such as free membership at care.com or sittercity.com or tuition remission for childcare.

Membership

Maryam Darbeheshti (Chair, CEDC)

Elizabeth Steed (Secretary, SEHD)

Kelsey Brett (Auraria Library)

Edelina Burciaga (CLAS)

Margaret Woodhull (CLAS)

Annika Mosier (CLAS)

Zixia Cao (BUS)

Carol Golemboski (CAM)

Sarah Hearne (CAP)

Julia Kantor (SEHD)

Alejandra Medina (SPA)

Disabilities Committee (DisC)

For fall, the committee reviewed disability and accessibility services for over 75 campuses, focusing on the best 30. The committee gathered information on structuring services that engage the whole community and that go beyond accommodations. We created a report of best structures and practices that were then presented to the ESI cabinet and others in upper admin about the best structure for pursuing an inclusive, accessible campus community.

This semester we are engaged in an education project, creating posters and social media releases on disability and access. We will probably be working with a senior-level CAM graphic design class for this project; thus getting students engaged in accessibility efforts on campus. These educational posters and messages will then run throughout the campus over the next few years.

We are working to support and engage faculty in the ALLY launch. We are supporting, promoting and engaging in the accessibility activities being offered this semester with the accessibility operational team. (Badging may be available for attending the three seminars and workshops.)

- Feb 14 11-12:15 PM: Ableism Seminar w/CFDA
- March 12: Student Event (disability awareness month) – Wheelchair Sports Camp
- March 1: Training on Executive Functioning w/Denver Academy (first cohort training)
- April 5: Accessibility Documents Workshop

Membership

Colleen Donnelly, Chair, CLAS

Thorsten Sphen, Vice Chair and Secretary, CLAS

Mariana Prestigiacomo, LIB

Linda Fried, BUS

Michael Greene, CLAS

Jose Sanchez, SPA

Maureen Melonis, CEDC

Amy Ferrell, SEHD

Matthew O'Brien, CAM

Sophie Cook, CAM

Kyle Ehrhardt, BUS

Educational Policy and Procedures Committee (EPPC)

Membership

Wendy Bolyard, Chair, SPA

Jefferson Knight, Vice Chair, CLAS

Jing Zhang, Secretary, BUS

Kodi Saylor, LIB

Lori Elliott, SEHD

Matthew Shea, CAP

Margaret Woodhull, CLAS

Christopher Merkner, CLAS

Stephen Hartke, CLAS

Andrew Bateman, CAM

Ethnic Diversity Committee (EDC)

Summary

The following were EDC's areas of focus and concern in the above-mentioned time-period:

- EDC's Emerging and Critical Issues Fellowship Proposal – In this period, the EDC has focused on recruiting members for the proposal's selection committee.
- Students - Recruitment, retention, and support of students of color at the University.
- Faculty - Recruitment, retention, promotion, and support of faculty of color.

Detailed Overview

1. EDC's Emerging and Critical Issues Fellowship Proposal

The EDC created a Critical & Emerging Issues Fellowship program that invites scholars, students, and staff to speak about timely issues. Faculty Assembly approved this proposal on February 1, 2022, after which it was given final approval by the Chancellor. Since that time, the EDC's work has focused on recruiting members for the proposal's Selection Committee. They're charged with determining who the speakers will be, the topics they'll cover, and when and where they'll speak. As of December 2023, after months of outreach to faculty, students, staff, and the general public, the EDC successfully recruited all the members of the committee! Their membership consists of two faculty, one staff, one student, and a Chancellor designee (originally, the intention was for an external community member to be included in the committee, but the EDC later decided to dispense with that position as it was too difficult to recruit). The members of the committee, as of the above date, are Carlos Reali (faculty), Thomas Beck (faculty), Anne Beard (staff), Joanna Kaye (student), and AVCFA Turan Kayaoglu (Chancellor designee).

2. Students

The University's students of color have faced numerous challenges. Racist violence, anti-immigrant xenophobia, anti-Semitism, Islamophobia, police violence, etc., has deeply affected them and made them feel unsafe in the places they live, work, and study.

To help EDC better understand the challenges students face, and how best to address them, the committee has decided to add a non-voting graduate and undergraduate student to our membership (which is consistent with our bylaws). To be eligible they must be full-time students and in good standing throughout their time of service on the committee (which will be one year). Unfortunately, the EDC has been unable to recruit these new members despite our best efforts to do so! However, we faced similar problems recruiting the above-mentioned members of the Selection Committee, and we are well aware the recruitment process is a long, and often frustrating, one. Consequently, we'll redouble our recruitment efforts and continue to work until we're eventually successful. The EDC has reached out to CU Denver Student Government and the Directors of Black, Latinx, Asian American, and American Indian Students services to ask for nominees for these two positions. We

will also continue working with the directors and the rest of the Center for Identity and Inclusion (CII) to better identify the needs of the university's students of color and how best to address them.

3. Faculty

Faculty of color at the University have also faced numerous challenges, included: racism, sexism, xenophobia, and homophobia on campus, coming from both colleagues and students; a lack of support and understanding from administration (e.g. chairs, deans, etc.) as regards these challenges; and little support for those who need mentoring/coaching, funding for their research, leadership training, and/or assistance with networking, tenure, and technical and grant writing. These are compounded by the difficulty of finding housing in the expensive Denver market and the insufficient salaries for many of our faculty of color.

The EDC has taken steps to begin to address some of these issues. One of these is to advise faculty of color who are experiencing harassment and/or discrimination in their departments, by helping them work through the grievance process and then providing additional support and advice. In the period covered by this report, much of the assistance EDC has provided in this area has been to Criminal Justice faculty and students, due to the complex and ongoing problems at the School of Public Affairs, where the said faculty and students have suffered discrimination and harassment. Also, previously, EDC met with Turan Kayaoglu (Associate Vice Chancellor for Faculty Affairs), and Antonio Farias (Vice Chancellor for Diversity Equity and Inclusion) to discuss initiatives focused on supporting vulnerable faculty and advancing equitable practices associated with faculty reviews. Antonio suggested bringing together representatives from appropriate Faculty Assembly committees (including our own) to begin exploring, and eventually developing, initiatives designed to support our faculty (including, and perhaps especially, faculty of color) in this regard. However, these meetings have yet to take place, though we're hopeful they will in the future.

Membership

Thomas Beck, Chair, LIB

Carlos Reali, Secretary, CLAS

Gabriel Zamosc Requeros, CLAS

Charles Musiba, CLAS

Kemi Ajayi, BUS

Richard Strasser, CAM

Lucinda Soltero-Gonzalez, SEHD

Lisa Kelley, CLAS

Vivian Aranda-Hughes, SPA

Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS)

In Fall 2023, LETTS has taken up three topic areas for discussion: 1) AI use in teaching and learning, 2) Canvas structure and uses, and 3) Data ethics, transparency and research access.

With respect to the first topic, we have discussed and attended training offered by TIPS related to AI in teaching and learning and learned about the use of AI tools in Zoom (specifically Otter AI, which is being used by the Office of Disability Services. The university's contract with Zoom does not allow for Zoom to use their AI tools to harvest our data, but users can enable other apps (like Otter AI) that do use AI. To our knowledge, the Office of Disability Services use of this tool did not have to be approved by OIT. In our discussions, we were not overly concerned about the use of this particular tool, but we remain curious.

We have also discussed a possible default structure for Canvas courses as a scaffold for those new to using an LMS in general, or Canvas specifically. We offered advice to TIPS on what this could look like. We also fielded one request from VC Farias about using the announcement feature in Canvas to prompt students to respond to the Pulse survey. Collectively, we decided that this was not an appropriate use of Canvas (which is for course announcements and content, not university announcements). We communicated this decision to VC Farias and he agreed not to pursue the topic.

Our most substantive work in the fall was a discussion about data ethics, transparency and access to researchers. Specifically, we discussed researcher access to registrar and Canvas data. We wrestled with questions about data ownership, personally identifiable information protection, and researcher needs. Ultimately, we composed an advice statement "CU Denver LMS Data Governance and Data Access" addressed to Sasha Breger, Provost Nakuma, AVC Katie Linder, AVC Matthew McCarville, and AVC Beth Myers. That statement is accessible by individuals within the CU Denver domain [at this link](#).

Membership

Bud Talbot, Chair, SEHD
Jiban Khuntia, BUS
Amy Hasinoff, CLAS
Charles Musiba, CLAS
Maria Fernandez-Martinez, CLAS
Dot Donovan, LIB
Priyanka De Souza, CAP
Storm Gloor, CAM
Lorne Bregitzer, CAM
Sandy Zook, SPA
Maryam Darbeheshti, CEDC

LGBTQ+ Committee

During 2023-24 academic year, the committee is focusing on expanding our LGBTQ+ Pedagogy Workshops. We have been granted funds from Antonio Farias for 3 years to remunerate the graduate students who teach them. We have received requests from Business, Engineering and SEHD so far, and continue to solicit venues to present the workshops. Lisa Johansen from CLAS is leading this effort and requests for the workshop should be directed to her.

A major ongoing topic is creating opportunities for building a more robust infrastructure of programs, faculty support, and policies that will help the LGBTQ+ community going forward. We interface with the new Operational Team led by Michael Kocet, AVC for Graduate Education, and are seeking clarity on its mission and charge.

Most important, we had a presentation from a current CU Denver queer-identified student who is feeling targeted and unsafe. The committee worked with the student to ensure immediate safety was achieved, while also helping them advocate for much needed resources. LGBTQ+ faculty are often the first point of contact for queer students who are struggling, and they often feel unsupported. The ultimate goal would be to have an LGBTQ+ Center dedicated to CU Denver students.

Membership

Ed Cannon, Chair, SEHD
Katy Mohrman, Vice Chair, CLAS
Lisa Johansen, Secretary, CLAS
Martin Sabo, BUS
Howard Cook, CAM
Kent Seidel, SEHD
Laurel Schwaebe, LIB
Mariana Prestigiacomo, LIB

Appendix 02: CU Denver Faculty Assembly Motions and Votes (2023-2024 Academic Year; Excluding Votes to Approve Minutes)

Date	Measure	Vote
2023.Sep.05	Motion to appoint Sasha Breger Bush as FA Chair	Passed
2023.Oct.17	Motion to initiate censure proceedings against Provost	Passed
2023.Oct.31	Motion to table original motion for censure until Feb 2024	Passed
2023.Nov.07	Motion to endorse UCDAI Inclusive Language Document with Caveat	Passed
2023.Nov.07	Motion to support FA's letter of support to Staff Council regarding Budget Cuts	Passed
2024.Feb.06	Motion to approve Dean's Review Policy	Passed
2024.Mar.05	Motion to Withdraw Censure against Provost	Passed
2024.Mar.05	Motion to approve CAP 1019, 1027, and FA Elections Process Policy	Passed
2024.May.07	Motion to endorse Library's Licensing Principles and Priorities Resolution	Passed
2024.May.07	Motion to approve FCQ Resolution	Passed
2024.May.07	Motion to appoint Dennis DeBay as FA Vice Chair	Passed
2024.May.07	Motion to appoint Jamie Hodgkins as FA Secretary	Passed

Appendix 03: CU Denver Faculty Assembly Speakers, 2023-2024

Speaker	Topic
<u>2023.Sep.05</u>	
§ Constancio Nakuma, Provost	Welcome, CAP 1007, Provost Working Group, CAM Dean Search, Core Curriculum Initiative
<u>2023.Oct.03</u>	
§ Constancio Nakuma, Provost	CAM Dean Search, Future Fest, Executive Director Update for Latino Research and Policy Center
§ Tammy Hassan and Ingrid Summers, Staff Council Chairs	Budget Cuts
<u>2023.Nov.07</u>	
§ Turan Kayaoglu, AVC for Faculty Affairs	CAP 1007, 1027, 1019, IRC Roadmap, DEI Symposium, Voluntary Retirement Program, Faculty Awards, CAM Dean Search
<u>2023.Dec.05</u>	
§ Constancio Nakuma, Provost	Financial Aid, Enrollment, Mental Health, SESS, Scholarship, Shared Governance
§ teri engelke, AVC Human Resources	FAMLI and Comprehensive Compensation Collective, Mental Health Course
§ Tatiana Torres, SGA, College Council	AI and Academic Misconduct Grievances

2023.Feb.06

- § **Constancio Nakuma, Provost** Commencement, Memos on Censure, FASO, Report on Shared Governance, Commitment to Research Institution, IRC Roadmap, FCQ
- § **Katie Linder, EVC Strategic Enrollment and Student Success** Enrollment, FAFSA, Financial Aid Working Group
- § **Antonio Farias, VC Diversity, Equity, Inclusion** CWC Survey and Pulse Survey Updates

2024.Mar.05

- § **Turan Kayaoglu, AVC for Faculty Affairs** Faculty Survey and Sabbaticals

2024.Apr.02

- § **Constancio Nakuma, Provost** Graduate Education
- § **Chris Puckett, Counsel** FCQs
- § **Beth Myers, AVC Academic Planning** Graduate Education
- § **Mike Kocet, AVC Graduate Education** Graduate Education Approval Process, Goals, Graduate Council Leadership
- § **Cary Weatherford, AVC Facilities Management and Planning** AHEC Master Plan
- § **Elizabeth Schrock, AVC Title IX**

2024.May.07

§ Turan Kayaoglu, AVC for Faculty Affairs

Provost Academic Transformation WG, SESS Update, Financial Aid, Faculty Awards, Retired Faculty, Shared Governance Report, Student Mental Health, Deans 360 Review

§ Katy Divittorio, Library

Licensing Principles and Priorities Resolution

Appendix 04: CU Denver Faculty Assembly Membership, 2023-2024

Faculty Assembly Voting Members*

Faculty Assembly Chair	<i>Breger Bush, Sasha (SPA)</i>
Faculty Assembly Vice Chair	<i>Shyu, Vivian (Psychology, CLAS)</i>
Faculty Assembly Secretary	<i>DeBay, Dennis (STEM Education, SEHD)</i>
Executive Committee Member	<i>Talbot, Bud (STEM Education, SEHD)</i>
Executive Committee Member	<i>Beck, Thomas (Library)</i>
Executive Committee Member	<i>Darbeheshiti, Maryam (Mechanical Engineering, CEDC)</i>
Executive Committee Member	<i>Donnelly, Colleen (English, CLAS)</i>
Executive Committee Member	<i>Bolyard, Wendy (SPA)</i>
Executive Committee Member	<i>Addison, Joanne (English, CLAS)</i>
Executive Committee Member	<i>Cannon, Ed (Counseling, SEHD)</i>
Executive Committee Member	<i>Vlahos, Kat (CAP)</i>
Executive Committee Member	<i>Hodgkins, Jamie (Anthropology, CLAS)</i>
Representative, Business	<i>Fried, Linda (Management, Entrepreneurship)</i>
Representative, Business	<i>Lopresti, Jim (Management, Entrepreneurship)</i>
Representative, Business	<i>Cunningham, Larry (Marketing)</i>
Representative, Business	<i>See, Kelly (Management)</i>
Representative, CAM	<i>Schraeder, Jeffrey (Visual Arts)</i>
Representative, CAM	<i>Liban, David (Film and Television)</i>

Representative, CAM	<i>Jewett, Eric (Film and Television)</i>
Representative, CAP	<i>Shirgaokar, Manish (Urban and Regional Planning)</i>
Representative, CAP	<i>Ibarra, Jose (CAP)</i>
Representative, CAP	<i>Shea, Matt (CAP)</i>
Representative, CLAS	<i>Fields, Sarah (Communication)</i>
Representative, CLAS	<i>Bihun, Joan (Psychology)</i>
Representative, CLAS	<i>Kilbourne, Kristin (Psychology)</i>
Representative, CLAS	<i>Erbert, Larry (Communication)</i>
Representative, CLAS	<i>Maron, Marta (Chemistry)</i>
Representative, CLAS	<i>Pfender, Florian (Math and Stats)</i>
Representative, CLAS	<i>Villano, Anthony (Physics)</i>
Representative, CLAS	<i>Hagelin, Sarah (English)</i>
Representative, CLAS	<i>Joseph, Philip (English)</i>
Representative, CLAS	<i>Yoder, EJ (Communication)</i>
Representative, Engineering	<i>Ra, Ilkyeun (Computer Science and Engineering)</i>
Representative, Engineering	<i>Mancilla-David, Fernando (Electrical Engineering)</i>
Representative, Engineering	---
Representative, Library	<i>Sobel, Karen (Library)</i>
Representative, Library	<i>Wallace, Bailey (Library)</i>
Representative, Public Affairs	<i>Taylor, Paul (SPA)</i>

Representative, Public Affairs	<i>Peng, Shuyang (SPA)</i>
Representative, SEHD	<i>Stein, Rachel (Counseling)</i>
Representative, SEHD	<i>Gillanders, Cristina (Early Childhood Education)</i>
Representative, SEHD	<i>De Jong, Ester (Culture and Linguistics)</i>
Representative, SEHD	<i>Gangamma, Rashmi (SEHD)</i>
Representative, UCDAI	<i>Baker, Eric (Library)</i>
Representative, UCDAI	<i>Spehn, Thorsten (Political Science, CLAS)</i>
Representative, FACAB	<i>Park, Jaedo (Electrical Engineering, CEDC)</i>
Representative, Retired Faculty	---

** Voting members who missed three or more regular meetings were excluded from this list.*

Non-Voting Members

Faculty Assembly Coordinator	<i>Rutherford, Leigh A.</i>
AVC Faculty Affairs	<i>Kayaoglu, Turan</i>
Representative, Undergraduate	---
Representative, Graduate	---