



## CU Denver Faculty Assembly Meeting

September 7<sup>th</sup>, 2021

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/97829445163>

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|-----------------|--|
| <b>12:00 PM</b> | <b>Jarrold Hanson, CU Denver Faculty Assembly, Chair</b> <ul style="list-style-type: none"><li>▪ Meeting brought to order</li></ul>      |
| <b>12:00 PM</b> | <b>Michelle Marks, Chancellor CU Denver</b>  |
| <b>12:15 PM</b> | <b>Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs</b>                               |
| <b>12:30 PM</b> | <b>Monique Snowden, Senior Vice Chancellor for Strategic Enrollment and Student Success</b>  |
| <b>12:45 PM</b> | <b>Antonio Farias, Vice Chancellor for Diversity, Equity, and Inclusion</b>  |
| <b>1:00 PM</b>  | <b>Regents of Colorado<br/>Michael Lightner</b>  |
| <b>1:30 PM</b>  | <b>Jarrold Hanson, CU Denver Faculty Assembly, Chair</b>   |
| <b>1:45 PM</b>  | <b>Faculty Assembly Discussion</b> <ul style="list-style-type: none"><li>▪ How do we represent and communicate with home units</li></ul> |

# CU Denver Faculty Assembly Meeting

September 7<sup>th</sup>, 2020

12:00 pm - 2:00 pm

RH1 2230 / Zoom

## Minutes

**Attendees:** Paul Taylor, Jaedo Park, Andrew Friedson, Mia Fischer, Vivian Shyu, Ilkyeun Ra, Lee Potter, Dennis DeBay, Candan Duran-aydintug, Antonio Farias, Todd Ely, Esther Sullivan, Brad Hinson, Cristina Gillanders, Lisa Kelly, Jarrod Hanson, Kelly See, Eric Baker, Melissa Tackett-Gibson, Linda Fried, Jeffrey Schrader, Kathy Kelsey, David Bondelevitch, Lawrence Cunningham, Jeremy Nemeth, Sondra Bland, Tod Duncan, Geeta Verma, Thomas Beck, Colleen Donnelly, Diane Tomback, Eric Jewett, Lawrence Cunningham, Peter Anthamatten, Fernando Mancilla-David, Michel Lightner, Callie Rennison, Jack Kroll, Jeremy Hueth, Lesley Smith, Xiaojun Ren, Ken McConnellogue, Michael Zinser, Provost Nakuma, Chancellor Marks, Monique Snowden

(12:00 PM)

### **Michelle Marks, Chancellor, CU Denver**

- o Chancellor Marks joined the Assembly to welcome in the new academic year. She reflected on her work over the last year and expressed the importance of collaborative shared governance.
- o Our COVID-19 numbers are very good compared to other institutions. Of those reporting we are at 98% vaccination rate for faculty and staff, and around 93% for students. The campus has also implemented an indoor masking policy.
- o They are working towards how they will start to implement the Chancellor's new 10-year strategic plan. There are 5 main goals to help us become an equity serving institution.
- o Katie Linder, our new AVC for Digital Learning and Strategy will be taking our campus through a process of looking at what we want our campus vision for digital strategy and learning to be.

(12:15)

### **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- o Provost Nakuma joined his first CU Denver Faculty Assembly meeting. He noted that his main plan is to help implement the strategic plan that was put together.
- o One of his first initiatives is addressing the concerns of the IRC Faculty. UCDALI has made several recommendations regarding concerns about IRC Faculty. He has brought together a taskforce led by Joann Brennan to bring to light the concerns of the IRC Faculty and bring forward recommendations for change.
- o Provost Nakuma will also be hosting Research-focused event open to our CU Denver Community. It will be an open forum where individuals pitch what research they will be doing. It will also allow for collaboration. A second session will be hosted to share what brainstorming has been done by the newly formed teams.
- o He is also working hard to fill open vacancies. A search for a chief research officer for our campus should be identified by next year July 1<sup>st</sup>.

(12:25 PM)

**Monique Snowden, Senior Vice Chancellor for Strategic Enrollment and Student Success**

- o Senior Vice Chancellor Monique Snowden joined her first Faculty Assembly meeting to discuss her plans for the year.
- o This year we doubled our non-resident students. However, there is still a challenge around our continuing students, and this isn't a new challenge for us. Our first term persistence is an area that we need to focus on. Our first-year retention rates are respectable, but our graduation rates are not where we need them to be.
- o She is focused on the strategic goal of becoming a university for life. She believes that faculty need greater support, and she is shoring up the student success area. Margaret Wood's role is expanding from Associate Vice Chancellor for Academic Achievement to Associate Vice Chancellor for Academic Achievement and Student Success.

(12:30 PM)

**Antonio Farias, Vice Chancellor for Diversity, Equity, and Inclusion**

- o Vice Chancellor Antonio Farias joined the assembly for the first time to discuss his plans for the year. He has looked over the work that was being done here at CU Denver and is very impressed. He would like to work on breaking down the silos that academia is known for. It is important to him that everyone find themselves and value in becoming an equity serving institution. Part of that is asking ourselves what we have done, and what we are doing to inhibit our students from reaching maximum potential. It is important to take a look at all of these things through a critical lens.
- o He is in the process of regenerating the Center for Identity, and he wants people to know that this work on campus will not be completed by just hiring more individuals, it will be done by all of us. It will be completed by growing our capacity as an institution to address EDI issues.

(12:45 PM)

**Presidential Search Listening Tour**

- o A group of the Board of Regents joined the Faculty Assembly to discuss the next Presidential Search. They were looking for feedback on the last search, and what they could do moving forward. One of the main issues brought forward was the lack of transparency, specifically in the number of finalist candidates. Another concern was hiring a President that speaks for our campuses on EDI issues and is not just reactive but proactive in their communication. Political knowledge, and understanding Colorado was also brought up. Finding an individual who values all the campuses is also something the Assembly wanted to bring up. Fundraising, and distribution of funds was also brought up to the Regents.

(1:00 PM)

**Jarrod Hanson, Chair of the Faculty Assembly**

- o Jarrod thanked everyone for their participation in the Faculty Assembly this year. He then opened up the floor for individuals to bring forward areas of concern.
- o Karen Sobel brought forward faculty concerns from the Center for Faculty Development. There were concerns about return to campus, and nervousness around being in person. Anxieties around the abruptness of possible change in life circumstances and the disruptions that may cause.
- o Colleen Donnelly brought up concerns around mental health services for Faculty. What access to those services looked like, and what we are doing for Faculty Wellness.
- o Larry Ebert had concerns about transparency during decision making processes.
  - Vivian Shyu echoed that concern and brought up the CTT dossier change.

*(2:00)*

**Meeting Adjourned**



Faculty Assembly  
UNIVERSITY OF COLORADO **DENVER**

## CU Denver Faculty Assembly Meeting

October 5<sup>th</sup>, 2021

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/97829445163>

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- 12:00 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Meeting brought to order
- 12:05 PM**      **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**
- 12:20 PM**      **Jennifer Sobanet, Executive Vice Chancellor of Administration and Strategy**  
**Mitch Morecraft, Director of Strategic Plan Implementation**
- 12:50 PM**      **Jennifer Reich, CLAS – Sociology, CU Denver**
- 1:10 PM**        **Colleen Walker, Chief Executive Officer, Auraria Higher Education Center**
- 1:35 PM**        **Jarrold Hanson, CU Denver Faculty Assembly, Chair**

# CU Denver Faculty Assembly Meeting

October 5<sup>th</sup>, 2020  
12:00 pm - 2:00 pm  
RH1 2230 / Zoom

## Minutes

**Attendees:** Peter Anthamatten, Colleen Donnelly, Michael Zinser, Jarrod Hanson, Constancio Nakuma, Joann Brennan, Greg Ragland, Thomas Beck, Linda Fried, Lawrence Cunningham, Jaedo Park, Andrew Friedson, Thorsten Spehn, Cristina Gillanders, Karen Sobel, Dennis DeBay, Jeffrey Schrader, Mia Fischer, Eric Baker, Inge Wefes, Todd Ely, Jennifer Reich, Xiaojun Ren, Kevin Seeber, Lisa Kelley, Brad Hinson, Esther Sullivan, Melissa Tackett-Gibson, Jeremy Nemeth, Maryam Darbeheshti, Kathy Kelsey, Sondra Bland, David Bondelevitch, Ilkyeun Ra, Tod Duncan, Larry Erbert, Candan Duran-aydintug, Vivian Shyu, Kelly See, Mitch Morecraft, Marie Williams, Eric Jewett, Jennifer Reich

(12:00 PM)

### **Jarrod Hanson, Chair of the Faculty Assembly**

- Meeting brought to order.
- Peter Anthamatten Motion to Approve May and September Minutes, Colleen Donnelly Seconded
  - September 2021 – 23 yes, 1 abstain.
  - May 2021 – 22 yes, 3 abstain.

(12:15)

### **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- Research has been identified as one of the key areas that we need to focus on. They will be hosting two sessions focused on the research going that is happening on our campus. The hope is to kick start research on our campus and finding partners from within the institution.
  - The first session is about gathering ideas about what research we could focus on. It will be an open forum, where individuals can come up and give a 3-minute pitch. Those who listen can approach speakers to talk about their interest in the proposed project. Individuals will create proposals, which includes partners they want to engage and funding requests. They are hoping to provide around \$200,000 for these research projects. This event will be October 29<sup>th</sup>. The second session will be November 19<sup>th</sup>.
- There was a hiring freeze during Covid, and some people had to do double and triple their workloads. The earliest that we would see a compensation raise, would happen in January. The raise will also be dependent on the Census information. They are currently looking at enrollment data, and information about compensation raises will be communicated.

(12:25 PM)

**Jennifer Sobanet, Executive Vice Chancellor of Administration and Strategy**  
**Mitch Morecraft, Director of Strategic Plan Implementation**

- Jennifer Sobanet' role has changed to administration and strategy. She is now doing a lot of work implementing the strategic plan.
- Maria Williams our Vice Chancellor for Communications came to present on our Brand Refresh Project.
- The goal is to continue the deep engagement that was initiated during the 100 days of listening tour.
- Jennifer walked the assembly through her plan for approaching the work on implementing the strategic plan.
  - One aspect of the implementation that is important is pacing. Making sure we can carry momentum through the who process.
  - The hope is to use this first year of implementation to organize ourselves, restore ourselves post the pandemic, and fill our vacancies so we have the strength to push to the end.
- They are focused on establishing the infrastructure to succeed.
- They will be doing a campus climate survey in October.
- They are working on hiring a Chief People Officer.
- For more information on this road map, please contact Lee Potter for the Slides that were presented.
- Faculty raised questions about the extent of administrative hiring and whether there would be investment in faculty in the next year and beyond.

*(12:30 PM)*

**Jennifer Reich, CLAS – Sociology, CU Denver**

- Jennifer Reich came to discuss a proposal for a University Honors Certificate. The hope for this program is to create more opportunities and flexibility for students who don't necessarily identify themselves as an Honor's student.
- For more information on this proposal please contact Lee Potter for the slides presented at the meeting.
- The Faculty Assembly had a lot of positive comments regarding this proposal and supported this proposal going forward.
- If you have any comments please reach out to Jennifer Reich.

*(12:45 PM)*

**Colleen Walker, Chief Executive Officer, Auraria Higher Education Center**

- Colleen Walker the Chief Executive Officer of AHEC came to present their strategic plan, and process for implementation.
- They have three main areas of their strategy map.
  - Experience Auraria, Expand Impact, and Elevate Service.
- They are focusing on ushering in a new era of collaboration and shared success for AHEC and Campus Partners.
  - Their goals for this process are to Elevate services, activate campus, create financial sustainability, and sustain the legacy of Auraria.

*(1:00 PM)*

**Jarrold Hanson, Chair of the Faculty Assembly**

- The assembly would like to send forward a few names forward for the President Search. If you would like to nominate an individual, please reach out to Jarrold.
- There were questions about COVID and contact tracing last month. On the links together site, they have added an FAQ regarding that question.
- Regarding a question about enforcing masking for students, all campus officials wants individuals to feel empowered to voice their concerns, and there will be additional communication circling about this.

**Colleen Donnelly, Chair Disabilities Committee of the Faculty Assembly**

- There are some issues with DRS accommodations right now, and there is a webpage that focuses on how to accommodate students. <https://clas.ucdenver.edu/disability/managing-drs-accommodations>

### **Brad Hinson, Chair of the LETTS Committee of the Faculty Assembly**

- They have been in conversation with AHEC about Technology on campus.

(2:00)

### **Meeting Adjourned**

### **Other Committee Updates**

- The LGBTQ+ FA Assembly Committee is continuing to work on important initiatives from last semester. This Fall the committee is partnering with the College of Arts and Media to provide a gender-inclusive pilot training for faculty and staff, which we hope to expand to other colleges/schools in the future. Focusing on student success and retention, these workshops cover basic competency in LGBTQ terminology and inclusive pedagogical practices regardless of discipline. The Committee is also meeting and working with relevant DEI stakeholders, including VC Farias and the new directors of the tri-institutional LGBTQ Student Resource Center and CU Denver's Women and Gender Center to identify (policy) issues that are impacting LGBTQ students, faculty, and staff – including, for example, the ability to enter preferred names and pronouns in various CU information systems, accessibility of gender inclusive restrooms on campus, grievance procedures for students who are experiencing discrimination based on gender identity and/or sexual orientation. If you have any questions, please contact Mia Fischer, Chair, LGBTQ+ FA Assembly Committee at: [mia.fischer@ucdenver.edu](mailto:mia.fischer@ucdenver.edu).
- The Disabilities Committee has a webpage at <https://clas.ucdenver.edu/disability/managing-drs-accommodations>.





Faculty Assembly  
UNIVERSITY OF COLORADO DENVER

## CU Denver Faculty Assembly Meeting

November 2<sup>nd</sup>, 2021

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/97829445163>

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- 12:00 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Meeting brought to order
- 12:05 PM**      **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**
- 12:20 PM**      **Michelle Marks, Chancellor, University of Colorado Denver**
- 12:50 PM**      **Monique Snowden, Senior Vice Chancellor for Strategic Enrollment and Student Success**
- 1:10 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Resolution on Academic Freedoms

# CU Denver Faculty Assembly Meeting

November 2<sup>nd</sup>, 2021

12:00 pm - 2:00 pm

RH1 2230 / Zoom

## Minutes

**Attendees:** Colleen Donnelly, Ilkyeun Ra, Jarrod Hanson, Kevin Seeber, David Bondelevitch, Esther Sullivan, Geeta Verma, Larry Erbert, Linda Fried, Dennis DeBay, Jeremy Nemeth, Brad Hinson, Sondra Bland, Kathy Kelsey, Karen Sobel, Diane Tomback, Thomas Beck, Peter Anthamatten, Cristina Gillanders, Thorsten Spehn, Todd Ely, Xiaojun Ren, Kelly See, Maryam Darbeheshti, Jeffrey Schrader, Diana White, Mia Fischer, Vivian Shyu, Eric Jewett, Andrew Friedson, Constancio Nakuma, Michael Zinser, Fernando Mancilla-David, Joann Brennan, Inge Wefes, Todd Haggerty, Michelle Marks, Melissa Tackett-Gibson, Monique Snowden,

(12:00 PM)

**Jarrod Hanson, Chair of the Faculty Assembly**

- Meeting brought to order.

(12:05)

**Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- The first session of the research symposium went very well. The next session is planned, and individuals from the first session will come back to present further about their proposed projects. They are putting together a website where individuals can sign onto research groups. The goal is to identify research grand challenges that our campus will tackle.
  - There was a concern raised that most of the pitches from the first session were led by men. There was a question how we could move forward with an eye towards equity and access to ensure that a diverse group of researchers get to participate.
  - More information about the Teams from the first session will be sent out soon.
  - There was some concern that November 19<sup>th</sup> felt like a very quick time frame for teams to establish themselves and get a presentation ready for the second session.
- There is movement on the AVC for Faculty Affairs and AVC for Planning and Institutional Effectiveness searches. Right now, the searches are looking like they will be internal. The Provost would like to create opportunities for the individuals who have committed themselves to the institution.
  - There was a concern raised that when there are internal searches, departments can lose individuals and resources are not given back to departments to help cover those vacancies.
- There was an ask to lower the fees for the wellness center for Faculty, and unfortunately this is not going to be able to happen right now. They are exploring other ways to show appreciation of our faculty.

(12:25 PM)

**Michell Marks, Chancellor of The University of Colorado Denver**

- She attended the research symposium and was very impressed with all the pitches. She views this as important work for achieving the strategic plan over the next months and years.
- CU Denver is doing very well as to COVID Numbers. However with the numbers increasing in Colorado we all need to be vigilant and take precautions to protect our communities.
- We had a devastating loss to our community this past month. Our community is mourning the loss of Katherine Pivoda, a student, faculty member, and alumni. Violence in all forms, physical, emotional, cultural is the enemy of progress. As we continue to heal as a community we will remain guided by our commitment to progress on a broad scale.
- Top priorities right now are investing in our people and student success.
- To create their new administrative positions, they reallocated funds from various areas to support the new roles.
- They reallocated advertising dollars that were not used during COVID to fund the brand refresh. They are taking this on because there are a lot of opportunities for partnerships within our community, but further we need to elevate our statewide and nationwide reputation.

*(12:40 PM)*

**Monique Snowden, Senior Vice Chancellor for Strategic Enrollment and Student Success**

- Because Faculty own the curriculum, that means that they have a key role in enrollment.
- Dr. Snowden went over the orientations guiding their enrollment planning actions.
  - We are holding our learners in the center of the work that will be going on.
  - There are Four key domains that are orientated to enrollment
    - Administrative: Aligning structures, policies, process, procedures, and practices. Achieving operational efficiencies and effectiveness to support enrollment growth and sustainability.
    - Student: Maximizing student satisfaction, engagement, and overall success. Informing institutional and programmatic priorities and decisions via an ideal student experience framework.
    - Academic: Informing the development, meaning, delivery, and review of programs and curriculum with enrollment goals in mind. Strengthening academic cores, service peripheries, and mission-critical functions of teaching and learning.
    - Market: Responding strategically to the external dynamics and realities of enrollment growth and sustainability. Positioning the university and its programs for optimal exposure, reach and performance.
  - Key Strategic Foci
    - Growth, Alignment, Experience, and Success.

*(12:55 PM)*

**Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- There will be specific criteria for the research projects. There will be a committee that will put together the criteria and choose the finalists. More information on the research symposium will be sent out in the coming weeks.

*(1:00 PM)*

**Jarrod Hanson, Chair of the Faculty Assembly**

- Motion to Approve the minutes, David Bondelevitch, Seconded by Colleen Donnelly
  - 33 yes, 5 abstain, Minutes approved

- There were some proposed changes by our diversity committee, to the Faculty Council resolution that was in response to the Board of Regents' resolution on Academic Freedoms. A resolution was drafted for the Faculty Assembly to approve, that highlights our support for the Faculty Council Resolution.
  - Christina Gillanders, would like to make a motion to change the language in the first paragraph to "the University of Colorado Board of Regents is considering a resolution that could inhibit free scholarly discussion and could impede academic pursuits at the University of Colorado on issues of race, ethnicity, gender, religion, ablism and political philosophy"
    - Motion is seconded by Linda Fried
    - 28 yes, Motion passes.
  - Larry Erbert, Motion to support the resolution, Colleen Donnelly Seconded.
    - 29 yes, Motion passes.
- There were some concerns about the Climate Survey from the assembly regarding attitudes towards senior faculty expressed in several items. There were also concerns regarding the lack of workload questions in the survey.

(1:45)

### Committee Reports

- **Educational Policy and Planning Committee:** Continuing work on two initiatives. APS 1031 on syllabus policy, and APS 1009 which looks at multiple means of teaching evaluation. They will have things to bring back to the Assembly on those soon.
- **Committee on the Status of Women:** They are work on two main issues. The first is gender disparities of COVID's effects, specifically in the area of promotion and appointments being extended. They are also looking at joining the affinity group that Antonio Farias is putting together.
- **Lesbian, Gay, Bisexual, Transgender, Queer, + Committee:** They are working with HR on how names, pronouns, and other markers are collected and how our systems don't talk to each other, as Legal names are being used instead of preferred names.
- **Disabilities Committee:** They are meeting as a group to try to address the accommodate system. They are hoping to get updated accommodate letters that have more information.
- **Learning, Educational Technology, Teaching, and Scholarship Committee:** They continue to talk about Proctorio. Antonio joined their last meeting to discuss how our enterprise level technologies align with our core values. They are talking about launching an RFP for a new test proctoring service. They are also in talks with AHEC about classroom technology infrastructure.
- **University of Colorado Denver Association of Lecturers and Instructors:** They are opening their November business meeting to all of the UCDALI Constituency. They are doing a lot of work with the IRC Taskforce, and would like all to know there is a Faculty Survey going out today.
- **Ethnic Diversity Committee:** Please complete the climate survey. Although there are issues with the survey it is an important tool for the committee and the campus.

(2:00)

### Meeting Adjourned



## CU Denver Faculty Assembly Meeting

December 7<sup>th</sup>, 2021

12:00 PM to 2:00 PM

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- 12:00 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Meeting brought to order
- 12:05 PM**      **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**
- 12:20 PM**      **Katie Linder, Associate Vice Chancellor for Digital Strategy and Learning**
- 12:40 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Critical and Emerging Fellowship Proposal from EDC
  - Disability Committee Motion
  - Merit Review Timetable shift endorsement question
  - Endorsement of Committee on the Status of Women recommendation
  - Faculty Senate Committee Openings
    - **Communications (IRC Member)**
    - **Women's Committee**
    - **LGBTQ+ Committee**
    - **EPUS**
    - **Disability and Access Committee**

# CU Denver Faculty Assembly Meeting

December 7<sup>th</sup>, 2021

12:00 pm - 2:00 pm

Zoom

## Minutes

**Attendees:** Colleen Donnelly, Ilkyeun Ra, Jarrod Hanson, Kevin Seeber, David Bondelevitch, Esther Sullivan, Geeta Verma, Larry Erbert, Linda Fried, Dennis DeBay, Jeremy Nemeth, Brad Hinson, Sondra Bland, Kathy Kelsey, Karen Sobel, Diane Tomback, Thomas Beck, Peter Anthamatten, Cristina Gillanders, Thorsten Spehn, Todd Ely, Xiaojun Ren, Kelly See, Maryam Darbeheshti, Jeffrey Schrader, Diana White, Mia Fischer, Vivian Shyu, Eric Jewett, Andrew Friedson, Constancio Nakuma, Michael Zinser, Fernando Mancilla-David, Joann Brennan, Inge Wefes, Todd Haggerty, Michelle Marks, Melissa Tackett-Gibson, Monique Snowden, Lawrence Cunningham, Eric Baker

(12:00 PM)

### **Jarrod Hanson, Chair of the Faculty Assembly**

- Meeting brought to order.
- Motion to approve Larry Erbert, Peter Anthamatten Seconded
  - 22 yes, 1 abstain

(12:05)

### **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- The Provost joined to thank the faculty for all they have done this semester and wished them well as we head into the holiday season.
- It does not seem like any major changes will be made as we head into next semester. We will continue to monitor the situation and address it accordingly.
- Graduation is intended to proceed, as normal with our current procedures in place.
- A question was raised, about the evaluation process for this past term. One faculty member who was teaching an 8-week course, had evaluations completed during the examination week and felt like this was not a fair process. Evaluations were not returned from term A until December 27<sup>th</sup>. This deprived the faculty member of feedback for term B. Further, it was inconsistent with practices for the last year or two. It violated the original agreement with faculty assembly at the time that was discussed and approved during the faculty evaluation process.
  - This will be looked into regarding the cadence of the FCQs and the negotiation regarding the timing of these evaluations.
- A concern was raised about training on properly including inclusion into syllabi.
- This led to a conversation about the push for a syllabus change regarding inclusion.
  - A workshop was put together to help give faculty training on inclusion.
  - There are concerns that some faculty don't have four days to attend a workshop and would still like to access the information regarding inclusion, so they can help create inclusive courses and classrooms.
    - Joann will be reaching out for CETL

(12:25 PM)

**Katie Linder, Associate Vice Chancellor for Digital Strategy and Learning**

- There are ongoing discussions across the system about the role of ODE at the system level and whether we want to shift some of the services back to the campus level.
- One direction they are looking at is more of an integrated or hybrid approach that would integrate our online students better with our campus.
- The Digital Strategy Task Force was created to take this on and shape a vision for our campus. You can find their website below.
  - <https://www1.ucdenver.edu/offices/provost/office-of-the-provost/online-education/digital-strategy-task-force>
- They have hosted 7 campus conversations as well as 4 additional stakeholder meetings. They have 6 more scheduled.
- They will have recommendations to the Provost and Chancellor by late March.

(12:40 PM)

**Thomas Beck, Chair of the Ethnic Diversity Committee**

- A proposal has been put together to create a Critical & Emerging Issues Fellowship program (CEI-Fellowship) that invites scholars, students, and staff to speak about timely issues impacting CU Denver, the Denver metropolitan area, the nation, and humanity. Through their lectures, applied scholarly work, and outreach efforts, the CEI-Fellowship will highlight the scholarship, creativity and dedication of CU Denver and create a continuing dialogue with the greater Denver community.
  - The purposes of the CEI-Fellowship is threefold:
    - Create an opportunity for CU Denver faculty, staff, student members to engage in open and respectful conversations with one another and the Denver metropolitan.
    - Highlight and support CU Denver faculty, staff, student research, engagement, and expertise.
    - Provide a platform to consider relevant social and cultural issues and their impact(s) on the campus, Denver metro, Colorado, region, nation, and/or the globe.
- There were some concerns regarding eligibility, as there didn't seem to be a process or mechanism in place to ensure that ideas have merit. Without a filtering process, you may be inviting ideas that do not have merit to them.
  - A rubric type of framework could be very useful in evaluating the ideas proposed.
- A question was raised about where the money will be coming from.
  - It is not clear yet what type of funds are available and how many awards could be given. That will be determined later.
- There were concerns regarding the time commitment that this proposal would create. A recommendation was made that the responsibilities could be split, and multiple people could take this one.
- Thomas Beck will be taking this back to EDC to integrate the recommendations into the proposal and bring it back to the general assembly for the next meeting.

(12:55 PM)

**Colleen Donnelly, Chair of the Disabilities Committee**

- To help individuals on our campus, we must know who the individuals on our campus are. We would like to know more about our community. There is currently a form on CU Access that allows individuals to self-report their disability status. However, individuals on our campus do not use that.

- What they want to do is to start collecting information and ask when the university does surveys that collect demographic information, that an additional question be added that asks if individuals have a disability and make it a standard demographic question.
- They want people to be able to self-identify and get data on individuals who are potentially outside of ADA.
- Motion to Approve Thomas Beck, Linda Fried Seconded
  - 21 yes, 5 abstain

(1:10 PM)

**Joann Brennan, Interim Associate Vice Chancellor for Faculty Affairs**

- The University has shifted the merit pool timeline, to allow decision on merit pool increases to be made after Fall Census. With that change, conversations started about the annual review of Faculty. Currently it is on a calendar year. They are now hoping to adjust the annual review process to the academic year calendar.
  - One thought is that we could transition by including Fall 2021, Spring 2022, and Summer 2022 to this current review cycle to shift reviews to Fall and align with the academic year.
- There were concerns about the timing regarding tenure promotion and evaluations. The timing of this must be really thought out, as it could create a workload conflict. This has been thought through to ensure that we avoid any potential problems.
- As it stands now, in August faculty would start preparing required review materials. September – October, faculty materials would be reviewed. November, evaluations, and ratings completed and submitted.
  - Right now, they are assessing whether schools and colleges would be able to complete all processes necessary. But currently it is looking like all schools and colleges would be able to get this done.
- Motion to vote to endorse, Peter Anthamatten, Larry Erbert Seconded
  - 23 yes, 2 abstain

(1:25 PM)

**Maryam Darbeheshti, Chair of the Committee on the Status of Women**

- The Committee on the status of women created a proposal that focuses on how the pandemic has disproportionately affected women and minority group faculty. The proposal has recommendations on how the university can work to address this problem.
- Colleen Donnelly Motion to Support, seconded by Kelly See
  - 20 yes, 1 abstain

(1:35 PM)

**Jarrold Hanson, Chair of the Faculty Assembly**

- There are openings on a few Faculty Council committees. Below are the openings, if you are interested in serving, please contact Jarrold Hanson.
  - Communications (IRC Member)
  - Women's Committee
  - LGBTQ+ Committee
  - EPUS
  - Disability and Access Committee

(1:45)

**Committee Reports**



- **Educational Policy and Planning Committee:** Continuing work on two initiatives. APS 1031 on syllabus policy, and APS 1009 which looks at multiple means of teaching evaluation. They will have things to bring back to the Assembly on those soon.
  - EPPC has wrapped up the APS 1007 Multiple Measures of Teaching Evaluation and is continuing the discussions around the Campus Syllabus Policy.
  
- **LGBTQ+ Committee**
  - In the fall, the LGBTQ+ FA Assembly Committee partnered with OIT and other DEI campus stakeholders to enable a system-wide Zoom pronoun feature that allows users to enter and share their pronouns. *Why is this important?* While pronoun sharing can be particularly important to LGBTQ+ community members, using pronouns benefits *everyone*, enabling all to share about themselves and be more respectfully treated on Zoom. CU Denver student Spencer Green (they/them/theirs) said: “Making pronoun features available and easily accessible allows for pronouns to already be a part of the structure of a class rather than something I would have to manually edit in my display name, which eases my concerns about if there could be an accidental misgendering or use of my legal name. By being already included instead of having to make space for myself and pronouns, I feel more valued and seen.” More info is available in this article from CU Denver News.
  - The LGBTQ+ FA Committee has also partnered with the College of Arts and Media to pilot an LGBTQ+-inclusive pedagogy training for faculty and staff. Focusing on student success and retention, these workshops cover basic competency in LGBTQ terminology and inclusive pedagogical practices regardless of discipline. After conducting the first round of workshops this fall, the committee will continue to offer them in the spring. If you would like to bring a workshop to your department or college, please contact Mia Fischer (she/her), Chair, LGBTQ+ FA Assembly Committee at: [mia.fischer@ucdenver.edu](mailto:mia.fischer@ucdenver.edu).
  
- **Learning, Educational, Technology, Teaching and Scholarship Committee**
  - AHEC Classrooms: Conversations with AHEC about classroom infrastructure in Plaza and King continue. Classrooms are in differing states of repair and functionality; we are attempting to identify ways/means to ensure classrooms have a sustained baseline. Dialogue open with AHEC, OIT, MSU, and CCD.
  - Proctorio: Lindsey Hamilton, Amy Hasinoff and I are opening conversations with academic programs that have high-use of Proctorio. We aim to understand their needs and avoid disruption of their pedagogies should the university break ties with Proctorio. Also, sharing context for the DEI concerns affiliated with Proctorio.
  
- **Committee on the Status of Women**
  - Parental leave policy
    - Committee discussed supporting a parental leave policy that does not include using all sick leave and is line with CU Boulder’s parental leave policy; also discussed the need for the current CU Denver parental leave policy to be more consistently utilized and enforced across departments and units. Currently, a person’s leave details depend on who decides the person’s leave (e.g., department chair, Dean).
    - As a group, we aren’t sure the best avenues for advocacy for a new policy or for advocating for consistent use of an advantageous interpretation of the current policy. We will follow up with Human Resources and others as a first start to find out what avenues would make sense.
  - University guidelines to address gender disparities
  - Proposal to Adopt Recommendations to Support Faculty Negatively Affected by the COVID-19 Pandemic
    - Presented to General FA and approved on 12/7/2021.
  - CSW’s partnership with the office of DEI to join the Affinity Networking group and provide feedback

- Discussion on possible intersectional issues, like gender disparities and parental leave.
- **Disabilities Committee**
  - Working on disability question for campus administered surveys. Considering hosting a symposium on neurodiversity next academic year with other stakeholders and perhaps a speaker in spring. Seeing if we can work with the DRS working group esp. on getting better ACCOMMODATE letters out in Jan. We will see what other projects we can pursue together. Our goal is to provide resources for faculty to help them to work with students and to improve accessibility in classrooms. Looking into ways to help with mental wellness on campus, perhaps eCPR
- **Ethnic Diversity Committee**
  - **Critical & Emerging Issues Speaker Series and Fellowship Proposal**
    - We solicited and received feedback from the CSW, Disability Committee, LGBTQ+ Committee, and other stakeholders on our proposal. At our Dec 3 meeting we incorporated that feedback into the document, which I presented to FA yesterday. Between now and Feb 1<sup>st</sup> the EDC will discuss the valuable input provided by FA on the proposal and make the necessary revisions to it so it can be presented to FA again at its Feb meeting.
  - **Regent Policy 10E, Non-Discrimination: Compensation Principles**
    - At our Dec 3 meeting we discussed the proposed revision to this policy being considered by the Regents: <https://www.cu.edu/doc/policy-10e-draftpdf>. Our concern with it is that it's vague and short on detail (it's only a paragraph long), and the sections in the prior version of the policy addressing how to file a salary grievance have been deleted, leaving the policy open to multiple interpretations. Evidently, the Regent Governance Committee will have a first reading of it on Dec 16, and then a vote on it on Jan 12. If the committee votes for approval, it would then go to the full board for a vote... *probably*. We still haven't verified the steps indicated here are the correct ones! EDC would like to confirm this timeline so we'll know if we, and/or the FA, will have the opportunity to make our concerns about this policy known to the Regents. We also need to discover what the proper channels would be to express our concerns. Lastly, we are uncertain if this policy revision is being made to meet the new Colorado Equal Pay for Equal Work Act requirements, because the old version may be in violation of this new state law. If this is the case, a more detailed policy 10E may not be necessary! We have shared all of these questions and concerns with Jarrod and he is working to provide us with additional information.
  - **Campus Climate Survey**
    - This survey has closed! More than 4,100 people completing the survey—including 69% of our staff, 45% of our faculty, 23% of our graduate students, and 20% of our undergraduates. Per the Chancellor and VC for DEI Farias, the University will use the findings of this survey to guide its comprehensive efforts as elaborated in our 2030 Strategic Plan—in particular, Goal 1: **Become the nation's first equity-serving institution**, and Goal 5: **Be known as a people-centered best place to work**. Survey results will inform action plans outlining how the University will pursue change in key areas for the future. The University will also continue to solicit feedback from our campus community and engage with its broader stakeholders. The CU Denver Climate and Workplace Culture Steering Committee will begin to analyze the survey's results in the coming months. At some point in the spring semester these results will be shared as will information on how the school/college/unit teams will develop meaningful action plans. EDC will pay close attention to these results, as they will greatly inform how we proceed with our work.
- **Budget Priority Committee**
  - Continue to explore strategic plan investments and sources of funding

- Collecting information on the budgetary aspects of CU Denver's development/fundraising activities
- Working with the budget and finance staff to identify opportunities for improved budget transparency
- Please let the committee know ([todd.ely@ucdenver.edu](mailto:todd.ely@ucdenver.edu)) if there are budget and finance-related issues of interest that faculty would like us to raise with the Chief Financial Officer

*(2:00)*

**Meeting Adjourned**



Faculty Assembly  
UNIVERSITY OF COLORADO DENVER

## CU Denver Faculty Assembly Meeting

February 1<sup>st</sup>, 2022

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/97829445163>

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- 12:00 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Meeting brought to order
- 12:05 PM**      **Michelle Marks, Chancellor, University of Colorado Denver**
- 12:25 PM**      **Melisa Baldwin, Vice Chancellor for Advancement**
- 12:45 PM**      **Constancio Nakuma, Provost, University of Colorado Denver**
- 1:15 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Critical and Emerging Fellowship Proposal from EDC
  - Regent Policy 10E Salary Review to Determine Inequities
- 1:40 PM**      **Peter Anthamatten, CU Denver Faculty Assembly, Secretary**
- Officer Elections
- 1:45 PM**      **Committee Reports**

# CU Denver Faculty Assembly Meeting

February 01<sup>st</sup>, 2022

12:00 pm - 2:00 pm

Zoom

## Minutes

**Attendees:** Michelle Marks, Constancio Nakuma, Melisa Baldwin, Jarrod Hanson, Peter Anthamatten, Thomas Beck, Maryam Darbeheshti, Colleen Donnelly, Dennis DeBay, Brad Hinson, Vivian Shyu, Mia Fischer, Todd Ely, Linda Fried, Kelly See, David Bondelevitch, Jeffrey Schrader, Eric Jewett, Jeremy Nemeth, Sondra Bland, Lisa Kelley, Candan Duran-Aydintug, Andrew Friedson, Gregory Ragland, Esther Sullivan, Diana Tomback, Ilkyeun Ra, Fernando Mancilla-David, Jaedo Park, Karen Sobel, Kevin Seeber, Paul Taylor, Thorsten Spehn, Eric Baker, Joann Brennan, Inge Wefes

(12:00 PM)

### **Michelle Marks, Chancellor of the University of Colorado Denver**

- This semester started in a way that we were not expecting. With remote learning at the start, and then the Marshall fire. We are working hard to help support those of our community who were affected.
- She is so grateful for the ways that the faculty continue to help support our community.
- The decision to start the semester remote was backed by science and experts in our community. Decision making moving forward is currently based off three criteria.
  - The Denver Hospital bed availability.
  - The impact of absenteeism on our students, staff, and faculty.
  - The Data from the state.
- The Campus is requiring boosters, increased the availability of KN95 masks, and increased access to rapid testing.
- This month we will be sharing the results of 5 specific questions from the climate survey. In April the campus community will receive the full results.
- The strategic plan
  - The commitment to becoming the first Equity Serving Institution is well underway.
  - Monique Snowden is working hard to create a strategic enrollment management plan to help achieve the goal of becoming an institution for life.
  - There were two amazing faculty research symposiums. They are working on identifying two grand challenges. They are getting close to finishing the search for the chief research officer.
  - Joann Brennan and Scott Bauer are working on a chair development program.
  - The IRC Taskforce is developing a report that will be central to improving our faculty experience.
- There was a question regarding our campuses mask mandate as Denver is ending their mandate. Our campus will be continuing their mandate until our numbers look better.
- A question was raised regarding ODE, and what our campus will be doing in this area. The Chancellor still believes that we need a more integrated model, what has also been found is that the other campuses are in the same boat. There is a taskforce led by Katie Linder that is focusing on this issue for our campus. They will be making recommendations soon.
- There was a question regarding the Vice Chancellor for Faculty Affairs search.
  - The position has been revised a bit, and the search will be posted this month. That search will be internal, the reason being that Faculty Affairs usually benefits from experience with our faculty systems.

(12:30 PM)

### **Melisa Baldwin Vice Chancellor for Advancement**

- Melisa Baldwin joined the Assembly meeting to discuss how our advancement systems work for CU as a whole and for CU Denver specifically. The CU Foundation is a 501c3 that takes the gifts that come in and invests those gifts.
- The office of advancement is the primary catalyst for most fundraising activities and most front-line donor, faculty, and alumni interactions. The office of advancement is organized in the following areas.
  - Advancement Communications
  - Donor and Alumni Engagement
  - Major Gifts
  - Operations
- CU Denver Advancement has a budget of 2.5 million. It is funded by the CU Foundation.

(12:50)

### **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- The Provost wanted to encourage all teachers to apply for the CU Next award that is available from the System level. There is a deadline of April 4<sup>th</sup> for the application for this award. You can find it here <https://www.cu.edu/oaa/academic-innovation-programs/cu-next-award>.
- The Associate Vice Chancellor for Academic Planning and Institutional Effectiveness search was completed, and a finalist has signed their letter of offer. February 28<sup>th</sup> is the start date for the position.
- The hope for the Faculty Affairs search is that there will be internal candidates from CU Denver. That search will be posted this month.
- The search for the associate vice chancellor for research is well underway and there will be candidate forums in the coming weeks.
- Interviews for the Dean of SEHD will begin in the coming weeks.
- Our campus has a retention problem. There are several things that the provost would like to suggest our faculty do.
  - Reach out to one student personally. Especially a student who is struggling.
  - We need to create an environment where everyone feels valued.
  - All of us need to always approach situations with the benefit of the doubt.
- The Provost and Chancellor have committed to transparency on all things and asks that we all hold them accountable.
- One concern raised by a faculty member regarding student retention is the cost of tuition. This is an area that the university is working on address.
- There was a question regarding increasing the availability of TAs, this is something that would be good to bring up to the Strategic Enrollment Team.
- There were 12 letters of interest to apply for the Grand Challenge Seed Money.

(1:15 PM)

### **Jarrold Hanson, Chair of the Denver Faculty Assembly**

- Motion to Approve the Minutes, Peter Anthamatten, Seconded Cadan Duran-Aydintug
  - 24 yes, 3 abstain.
- The EDC has created a revised proposal for the critical and emerging fellowship program. This would create a program that invites CU Denver Faculty, Students, and Staff to come and speak on critical and emerging issues.
- The group wrote the document in a way to keep it flexible so that it could be further shaped as it moves forward. The wanted to create a foundation for which the program could be built by the Chancellor or other areas.

- Motion to approve the proposal to be sent to the Chancellor, Thomas Beck, Seconded Cadan Duran-Aydintug
  - 21 Yes, 4 Abstain
- There has been an ongoing process to review salaries and pay under the equal pay act. The Board of Regents are looking at making a language change regarding their salary equity review processes guidelines for campuses.
  - The Grievance process on our campus regarding salary equity, are not good.
- Faculty Assembly will be holding elections in April. The Terms for both Secretary and Vice Chair have come to an end, if you are interested in these roles, please send nominations to Peter Anthamatten.

(1:45)

### Committee Reports

- **Educational Policy and Planning Committee:** EPPC is continuing to work on the syllabus policy. They are also talking with the United workers of Colorado on their collective bargaining bill.
- **LGBTQ+ Committee**
  - The LGBTQ+ FA Committee is working on inclusive pedagogical workshops with various departments. They are collecting data on the impact of these workshops. They are also working with our HR systems to help provide feedback on making those more inclusive. FA Assembly Committee at: [mia.fischer@ucdenver.edu](mailto:mia.fischer@ucdenver.edu).
- **Learning, Educational, Technology, Teaching and Scholarship Committee:** LETTS is looking at Proctorio and looking at ethical technology procurement. They are reorganizing OIT internally, this is budget neutral. CU Denver will have a much leaner and more agile team.
- **Committee on the Status of Women**
  - CSW is continuing to work on general university guidelines to address specific discrepancies and address the faculty that have been disproportionately affect by COVID.
    - issues, like gender disparities and parental leave.
- **Disabilities Committee**
  - You should be receiving revised letters for students who are working with DRS.
- **Budget Priority Committee**
  - BPC is trying to understand the role of faculty in the decision-making process around the spending of additional resources that are coming in from the system.

(2:00)

**Meeting Adjourned**



## CU Denver Faculty Assembly Meeting

March 1<sup>st</sup>, 2022

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/97829445163>

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- 12:00 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Meeting brought to order
- 12:05 PM**      **Constancio Nakuma, Provost, University of Colorado Denver**
- 12:30 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Eric Baker IRC Taskforce Update
  - Peter Anthamatten Faculty Assembly
- 1:00 PM**      **Wendy Bolyard, Nonprofit Leadership Alliance Campus Director and Clinical Assistant Professor**
- 1:15 PM**      **Chris Puckett, Special Assistant to the Chancellor for COVID-19 and Managing Associate University Counsel**
- Masking Policy
- 1:30 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Faculty Senate Grievance Committee Appointments; Erin Hackel, Ron Tzur, Xiaotai Wang
  - Karen Sobel – General CFDA Update
- 1:45 PM**      **Committee Reports**



# CU Denver Faculty Assembly Meeting

March 01<sup>st</sup>, 2022  
12:00 pm - 2:00 pm  
Zoom

## Minutes

**Attendees:** Colleen Donnelly, Peter Anthamatten, Jarrod Hanson, Jaedo Park, Kelly See, Andrew Friedson, Kevin Seeber, Maryam Darbeheshti, Paul Taylor, Xiaojun Ren, Melissa Tackett-Gibson, Dennis DeBay, Ilkyeun Ra, Thorsten Spehn, Joann Brennan, Lawrence Cunningham, Todd Ely, Fernando Mancilla-David, Gregory Ragland, Jeremy Nemeth, Mia Fischer, Eric Baker, Inge Wefes, Constancio Nakuma, Vivian Shyu, Lee Potter, Brad Hinson, Thomas Beck, Larry Erbert, Karen Sobel, Yang Wang, Diana Tomback, Esther Sullivan, Linda Fried, Sondra Bland, Eric Jewett, Wendy Bolyard, Chris Puckett, Geeta Verma

(12:00 PM)

### **Jarrod Hanson, Chair of the Denver Faculty Assembly**

- Approval of February Minutes, Motion Peter Anthamatten, Thomas Beck Seconded. Minutes Unanimously Approved.

(12:05 PM)

### **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- The Position for the Associate Vice Chancellor for Faculty Affairs has been posted.
- The Graduate school is undergoing some changes.
  - Behind the changes is a desire to look at our campus' graduate education and make investments in our graduate education to support our research goals within the strategic plan. They want to be as supportive as CU Denver can be of the Research mission.
  - Moving forward on the CU Denver Campus our graduate services will be brought into the administrative structures that are in place already to serve the undergraduate student services within the schools and colleges. The goal is to not have two separate administrative structures in place to serve our students and better align our efforts.
  - They do not want any employees in the graduate school to suffer from this change. They will be meeting with the employees to go over each of their job descriptions and have them reflect on what they do, and their areas of passion. The hope is to help each employee end up in a good place.
  - Cost savings were not the main goal of this realignment, the main goal was to improve the coordination of services within the schools and colleges, as well as build a strong foundation for investment in our graduate services.

(12:30)

### **Jarrod Hanson, Chair of the Denver Faculty Assembly**

- Eric Baker gave a brief update on the IRC Taskforce.

- The Taskforce has been working tirelessly with internal departments and support from the administration. The Taskforce is going to be doing Listening Sessions for IRC Faculty. An email with more details will be going out soon. A major focus of the taskforce's work has been equity focused.
- Peter Anthamatten gave an update on the Faculty Assembly Elections.
  - Running for Vice Chair: David Bondelevitch and Vivian Shyu
  - Running for Secretary: Dennis DeBay
  - We will be voting on these positions at our next meeting.
- CU Denver has three representatives for the Faculty Senate Grievance Committee that needed reapproval.
  - The Assembly Approved all three, with one abstention for each candidate.
- Faculty Council is thinking about making a brief statement regarding divestment from Russian Entities. CU Denver does not have any research activity with Russia so this will not directly affect our institution.
  - Although we do not have investments in Russia, there was a push that we should make a statement regardless to denounce Russia's action.
  - There was a thought that we should maybe make a broader statement that looks at denouncing all acts of evil some that have been smaller and overlooked.
  - Jarrod will pass on that broadly the CU Denver Faculty Assembly supports divesting from Russia, they would like a statement of support for Russian scholars and researchers, and a hope that the University would reflect on the morale impacts of their investments.
- There is going to be a strategic plan implementation advisory council convened soon. We will need faculty to serve in that space, and our voice is important. If you have recommendations for individuals who would like to be on this group, please contact Jarrod.
- We are looking for nominations for the CU Denver Faculty Assembly Award. This is an individual who has advanced shared governance from our campus.

(1:00 PM)

**Wendy Bolyard, Nonprofit Leadership Alliance Campus Director and Clinical Assistant Professor**

- Dr. Bolyard joined the assembly to give the assembly an update on the collective bargaining bill that is currently in the house. This bill emerged from the United Colorado Workers of Colorado. Most public employees in CO don't have explicit collective bargaining agreements. This bill would establish those rights.

(1:15 PM)

**Chris Puckett, Special Assistant to the Chancellor for COVID-19 and Managing Associate University Counsel**

- Chris Puckett joined the assembly to discuss the changes to the University's masking policy. Our mask optional policy meets the requirements of the CDC's mask optional status. On the 7<sup>th</sup> there will be a loosening of restrictions on in person events. People continue to be tested on our campus, and they have not made a final decision on whether a booster is going to be required. Around 90% of staff and faculty eligible for the booster have received it. For students about 70% of those eligible have been boosted.

(1:30 PM)

**Karen Sobel, Director of the Center for Faculty Development and Advancement**

- The CFDA has just resubscribed to the National Center for Development and Diversity (NCFDD). There are a lot of amazing resources that will become available to our community through this subscription. They are hiring a Faculty Fellow to help with implementation of NCFDD on our campus. You can explore the new resources at the following: <https://www.ucdenver.edu/centers/cfda>.
- The CFDA is in the process of hiring an Assistant Director, with hopes of them starting in the summer. They will be reviewing candidates mid-March. The position is .5 FTE, for faculty of any rank with 3 or

more years of experience. For more information about this position or if you are interested, please reach out to Karen Sobel.

(1:45)

### **Committee Reports**

- **Educational Policy and Planning Committee**
  - They had a conversation on the public employee collective bargaining bill. They started talking more about the late withdrawal processes and will be wrapping up work on the syllabus policy shortly.
  
- **Learning, Educational, Technology, Teaching and Scholarship Committee**
  - LETTS has been looking at test proctoring. They will be creating a professional development course on test proctoring. They continue to work with AHEC and OIT to look at the AHEC classrooms. The North Classroom 3<sup>rd</sup> floor rooms are CU Denver spaces, a request was made to get money from the provost to upgrade those spaces during the summer. The Provost agreed to those funds, and the project will happen in the summer.
  
- **Committee on the Status of Women**
  - The CSW got together with the Center for Women and Gender. They have started a collaboration on what the needs of the students are, and how we can better serve them.
  
- **Ethnic Diversity Committee**
  - They are waiting for the Chancellor's response to their proposal. They are also looking at the most recent strategic plan update, they have some concerns about data in that update that focused on the recruitment of faculty of color on our campus. They have questions about the accuracy of the data.
  
- **Disabilities Committee**
  - There will be another CETL session about teaching students with accommodations. They are in the final phases of planning a symposium for the fall.
  
- **Budget Priority Committee**
  - They are monitoring the state system and the campus budget processes. They are working with the administration to develop more budget transparency mechanisms. There has been good participation on the Todd Talks, which is the update from the CFO.

(2:00)

**Meeting Adjourned**



Faculty Assembly  
UNIVERSITY OF COLORADO **DENVER**

## CU Denver Faculty Assembly Meeting

April 5<sup>th</sup>, 2022

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/97829445163>

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- 12:00 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Meeting brought to order
- 12:05 PM**      **Constancio Nakuma, Provost, University of Colorado Denver**
- 12:30 PM**      **Antonio Farias, Vice Chancellor for Diversity, Equity and Inclusion**
- 1:00 PM**        **Mary Coussons-Read, CU System Faculty Council, Chair**
- Information on Higher Ed Unionization Issues
- 1:20 PM**        **Peter Anthamatten, CU Denver Faculty Assembly, Secretary**
- FA Elections
- 1:30 PM**        **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Committee Reports
  - Additional Items

# CU Denver Faculty Assembly Meeting

April 5, 2022  
12:00 pm - 2:00 pm  
Zoom

## Minutes

**Attendees:** Lee Potter, Melissa Tackett-Gibson, Jarrod Hanson, Peter Anthamatten, Lawrence Cunningham, Eric Baker, Jeremy Nemeth, Andrew Friedson, Candan Duran-aydintug, Kevin Seeber, Jeffrey Schrader, Dennis DeBay, Lisa Kelly, Esther Sullivan, Thorsten Spehn, Todd Ely, Gregory Ragland, Larry Erbert, Maryam Darbeheshti, Xiajun Ren, Joann Brennan, Constancio Nakuma, Colleen Donnelly, Inge Wefes, Linda Fried, Vivian Shyu, Ilkyeun Ra, Paul Taylor, Karen Sobel, Fernando Mancilla-David, Diana Tomback, Mia Fischer, Brad Hinson, Thomas Beck, Jaedo Park, Eric Jewett, Ian Whitman, Antonio Farias, Geeta Verma, Mary Coussons-Read, Sondra Bland

(12:00 PM)

### **Jarrod Hanson, Chair of the Denver Faculty Assembly**

- Approval of March Minutes, Motion Peter Anthamatten, Candan Duran-aydintug Seconded. Minutes Unanimously Approved.

(12:05 PM)

### **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- Searches
  - The Associate Vice Chancellor for Faculty Affairs search is ongoing, with the hope of having someone onboarded July 1 or sooner. We have 42 applicants for the position and decided to go with a national search.
  - They have filled the Associate Vice Chancellor for Academic Planning and Institutional Research, her name is Beth Myers.
  - The Associate Vice Chancellor for Research, Phillip De Leon will be starting August 1.
  - The search for the new Dean of SEHD has been completed.
- Task Forces
  - Joann Brennan and the IRC Task Force completed their initial report, and they will be presenting it to the Provost and Chancellor the first week of May. After that presentation the report will be made public.
  - The Digital Strategy Task Force presented their work to the Provost.
  - The Computing Across the Curriculum Task Force also presented their work.
  - The Health Across the Curriculum Task Force will be presenting recommendations soon.
  - The Strategic Enrollment Management planning is underway.
- Graduate School
  - They are working through all the new changes with the goal of rollout July 1. Efficiency is the focal point of this change, but cost savings are not necessarily the main point, the point is to align and produce an efficient structure that allows us to make further investment into our graduate programs.

- Sabbaticals
  - They reviewed and processed 42 requests, and they were brought forward to the Board of Regents.
- Academic Actions
  - Ethnic Studies will become its own department.
  - The MBA Degrees will now be multiple degree tracks.
  - The Data Sciences Degree has been approved by the University Affairs Council; it is being brought before the board.

*(12:30)*

**Antonio Farias, Vice Chancellor for Diversity, Equity, and Inclusion**

**Ian Whitman, Senior Data Analyst**

- They came to give a look at an embargoed presentation regarding the Climate Survey. This presentation will be presented to the Regents. This information will be distributed to the campus on April 7.

*(1:00 PM)*

**Mary Coussons-Read, Chair of University of Colorado Faculty Council**

- Dr. Coussons-Read came to discuss the collective bargaining bill. She the assembly insights into the current process, and status of the bill that is moving forward in the house right now.

*(1:30 PM)*

**Peter Anthamatten, Secretary of the CU Denver Faculty Assembly**

- Colleen Donnelly Motion to Vote, Eric Baker Seconded
  - Vivian Shyu Unanimously Approved for Vice Chair of the Faculty Assembly
- Larry Erbert Motion to Vote, Candan Duran-aydintug Seconded
  - Dennis DeBay Unanimously Approved for Secretary of the Faculty Assembly

*(1:35 PM)*

**Jarrod Hanson, Chair of the Denver Faculty Assembly**

- There were concerns raised about how age friendly our campus is. There is a group that will be looking at this.
- Jarrod wanted to thank all the faculty who were involved with the various Task Forces on campus. It is important that faculty stay involved in these processes.
- The Salary Equity Grievance Policy continues to be worked on.

*(1:45)*

**Committee Reports**

- **Educational Policy and Planning Committee**
  - They have a meeting coming up in a week and will be looking at campus policy 7050 which looks at academic integrity, and campus policy 7006 which is official measures of English language proficiency for admissions of international students.
- **Learning, Educational, Technology, Teaching and Scholarship Committee**
  - No Significant Updates
- **Committee on the Status of Women**

- They are meeting with the Women and Gender Center, and working on looking at the most critical issues identified for students, as well as the parental leave policy.
- **Ethnic Diversity Committee**
  - They met with the Chancellor and Provost regarding their emerging and critical issues fellowship and lecture proposal. They will bring it to the Chancellor's cabinet for discussion. They will be working on making the proposal more specific on the timeline and time commitment. They are also adding an undergrad and graduate student as non-voting members to the committee.
- **Disabilities Committee**
  - The committee is putting together a symposium on disability intersectionality and social justice in November. They have applied for some grants to fund this project.
- **LGBTQ+ Committee**
  - The Committee has decided to apply for the President's DEI Grants. They are working to get their application together to get some funding to expand and fine tune the Gender and LGBTQ+ inclusion workshops for Faculty and Staff, with an eye towards student retention.
- **Budget Priority Committee**
  - They have been reviewing proposed new programs, and the budget aspect of those. They have also been in discussions with the CFO to determine what regular reports can be generated to help with budget transparency concerns.
- **University of Colorado Denver Associate of Lecturers and Instructors**
  - They have been very busy working with the IRC Task Force. They are planning a couple end of year events, and just completed their election cycle. Beth Pugliano will be the new President of the Association.

*(2:00)*

**Meeting Adjourned**



## CU Denver Faculty Assembly Meeting

May 3, 2022

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/97829445163>

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- 12:00 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Meeting brought to order
  - Presentation of Faculty Assembly Service Award
  - Report and Discussion on AVC FA Search
  - Faculty Salary Grievance Process – Thorsten Spehn, Kemi Ajayi, and Joann Brennan
- 12:30 PM**      **Faculty Salary Grievance Process – Thorsten Spehn, Kemi Ajayi, and Joann Brennan**
- 12:40 PM**      **Constancio Nakuma, Provost, University of Colorado Denver**
- 1:00 PM**      **Katie Linder, Associate Vice Chancellor for Digital Strategy and Learning**
- Information on Higher Ed Unionization Issues
- 1:30 PM**      **Jarrold Hanson, CU Denver Faculty Assembly, Chair**
- Announcements
  - Call for People to help with revision of Sabbatical Grievance Policy
  - AVC for Faculty Affairs Candidate Forums
  - Opportunity to hear about status of branding efforts
- 1:45 PM**      **Committee Reports**



# CU Denver Faculty Assembly Meeting

May 3, 2022  
12:00 pm - 2:00 pm  
Zoom

## Minutes

**Attendees:** Lee Potter, Melissa Tackett-Gibson, Jarrod Hanson, Peter Anthamatten, Lawrence Cunningham, Eric Baker, Jeremy Nemeth, Andrew Friedson, Candan Duran-aydintug, Kevin Seeber, Jeffrey Schrader, Dennis DeBay, Lisa Kelly, Esther Sullivan, Thorsten Spehn, Todd Ely, Gregory Ragland, Larry Erbert, Maryam Darbeheshti, Xiajun Ren, Joann Brennan, Constancio Nakuma, Colleen Donnelly, Inge Wefes, Linda Fried, Vivian Shyu, Ilkyeun Ra, Paul Taylor, Karen Sobel, Fernando Mancilla-David, Diana Tomback, Mia Fischer, Brad Hinson, Thomas Beck, Jaedo Park, Eric Jewett, Ian Whitman, Antonio Farias, Geeta Verma, Mary Coussons-Read, Sondra Bland

*(12:00 PM)*

### **Jarrod Hanson, Chair of the Denver Faculty Assembly**

- Meeting brought to order
- Motion to approve the minutes, Vivian Shyu, Peter Anthamatten Seconded
  - Minutes unanimously approved.
- The Faculty Assembly honored Eric Baker with the Faculty Assembly Award.
- Thorsten Spehn, Kemi Ajayi, and Joann Brennan presented a draft of the Faculty Salary Grievance Process they worked to develop.
  - The campus has been working hard to develop a compensation strategy that includes faculty salary. Part of this work was looking at a policy that focuses on ensuring equity in Faculty Salary. This includes a grievance process and review process. This policy has multiple avenues in which a faculty member can address a salary grievance.
  - APC will be reviewing this policy starting in the Fall.
  - The Assembly brought forward a few concerns and other feedback that the team will be reviewing and will revise the document.
- The Assembly discussed the AVC Faculty Affairs Search.
  - Colleen Donnelly, raised some concerns about the search process and how expedited the process has been. Due to the speed of this process, she is concerned that the faculty will not be able to give their input on the candidates.
  - A list of Faculty Assembly forums with the candidates will be sent out shortly.
  - The speed of the search is of concern, and is a balance of trying to get this done prior to faculty leaving for the summer.
  - Jeffrey Schrader expressed that the Provost really wants to receive faculty feedback about the candidates, and there will be multiple ways for faculty to provide feedback.
  - There are 4 finalists.
- There will be a meeting tomorrow regarding the CU Denver Branding Process.

*(12:40 PM)*

## **Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs**

- Thanked the Assembly for all their work throughout this year.
- Started his time addressing the AVC FA search.
  - The Provost acknowledged that the timing of the search is not ideal, but he really wanted this to be completed while the faculty are still on campus.
  - There will be opportunities for faculty to ask questions during the forums, as well as feedback regarding the candidates afterwards. The Provost will use this feedback to help guide his decision.
  - New Faculty Onboarding, and Leadership training are two big reasons that the search is moving relatively quickly. The Provost wants someone in place July 1<sup>st</sup>, so they have time to get this items planned.
- The Provost has received the report from the IRC Task Force, and it is really well done. It will be presented to Chancellor Marks and the Provost Friday Morning. After that it will be published so all can access it. The Provost thanked Joann Brennan for leading that process.
  - The provost and chancellor will take time to make sure they are thoughtfully addressing the recommendations, and will address all of the recommendations.
- Marvin Lin, who specializes in Critical Race Theory will be joining us July 1 as the Dean of SEHD.
- An email will go out to our Graduate Students to help address some concerns that were raised regarding the transition. The new structures for the Graduate School will start July 1.

(1:20)

## **Katie Linder, Associate Vice Chancellor for Digital Strategy and Learning**

- Dr. Linder came to give an update on the Digital Strategy Task Force report. More information on the report and task force can be found on the [Digital Strategy Task Force](#) webpage.

(1:40 PM)

## **Jarrod Hanson, Chair of the Denver Faculty Assembly**

- The Assembly received the FACAB bylaws and have asked for FA feedback. Please review those when they are distributed and provide feedback.

(1:45)

## **Committee Reports**

- **Educational Policy and Planning Committee**
  - They are focusing on the next steps for the group and diving into the academic integrity policy.
- **Learning, Educational, Technology, Teaching and Scholarship Committee**
  - No Significant News
- **Committee on the Status of Women**
  - They are focusing on three main issues. One is parental leave, covid impact on women, and the impacts of equal work for equal pay. They are working with various strategic partners across the system on these topics.
- **Ethnic Diversity Committee**
  - They met with the Provost at their last meeting, and asked how the university could better recruit and retain faculty of color. They raised issues around the cost of living, and other ways we could better support incoming faculty. They also discussed the Salary Grievance Process. They are also adding two new non-voting members, a graduate student and undergraduate student.
- **Disabilities Committee**
  - They are doing a symposium in early November called disability intersectionality and social justice. They also worked with Kate Miller, to develop inclusive communications across our campus. More here, <https://clas.ucdenver.edu/disability/inclusive-community/>

- **LGBTQ+ Committee**
  - No Significant News
- **Budget Priority Committee**
  - They are compiling a document to send to the Chancellor about what they felt worked and what didn't work this year.
- **University of Colorado Denver Associate of Lecturers and Instructors**
  - Beth Pugliano was elected to serve as the next president.

*(2:00)*

**Meeting Adjourned**