

CU Denver Faculty Assembly Meeting

September 06, 2022

12:00 pm - 2:00 pm

Chancellor's Conference Room, LSC

Minutes

Attendees: Linda Fried, Colleen Donnelly, Maryam Darbeheshti, Dennis DeBay, Jarrod Hanson, Geeta Verma, Bud Talbot, Ilkyeun Ra, David Bondelevitch, Vivian Shyu, Joanne Addison, Kathy Kelsey, Karen Spencer, Thorsten Spehn, Turan Kayaoglu, Karen Sobel, Mia Fischer, Timberley Roane, Melissa Tackett-Gibson, Wendy Bolyard, Todd Ely, Tom Beck, Fernando Mancilla-David, Eric Baker, Provost Constancio Nakuma, Jeremy Nemeth, Lee Potter, Jeffrey Schrader, Kelly See, Traci Sitzmann, Lawrence Cunningham, Cristina Gillanders.

(12:00 PM)

Jarrod Hanson, Chair of the Denver Faculty Assembly

- Meeting brought to order.
- The Assembly did introductions.
- Minutes Approval: Linda Fried Motion, Vivian Shyu Seconded. Unanimously Approved.

(12:40 PM)

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

- The provost joined the meeting and introduced Turan Kayaoglu the new AVC – FA. He will be the constant representative for our meetings and the provost will join
- The provost asked that we keep him honest and push him to help identify what we can do better.
- The Chancellor's Cabinet determine a focus every year. The first focus was to get the strategic priorities for our campus, with 5 goals. Last year we launched our grand challenges competition, and the results of that competition will be announced at Future Fest on October 15th.
- We retained Hanover Research that will provide grant support, proposal development, and training of PIs. We will have cohorts of 8 faculty who will be nominated by the Deans, who will undergo a yearlong mentoring program.
- This year we will be focusing on goal number 2, student success. One reason is that we are tuition dependent. Retention is an area that we will be focusing our attention on. Enrollment management is one aspect of the work that will be done. Academic planning is the other piece of that we will be addressing.
- We have been running a financial deficit as a university. The situation has been compounded by the permanent salary increases across the board. They will be engaging in an exercise called Divest to Invest. We hope that we can turn things around and invest our money efficiently.
- Our graduate enrollments have come down, especially our non-resident numbers, and PhD numbers. The thought is that this is an issue with how competitive our programs are.
- Turan Kayaoglu will be coordinating the sustained response to the IRC Task Force and implementation.
- Student attrition is continuing, for every 100 students we bring in, we lose 26. A question was raised about what we are doing and what interventions we are putting in place to address attrition.
- Dr. Snowden will attend our next meeting to discuss our strategic enrollment management.

- There was a concern raised that faculty evaluations were changed without faculty shared governance involvement.
- The Faculty Assembly needs to know how the Divest to Reinvest project is going. We need to know if faculty are being heard, by their primary units.
- Faculty Working Conditions are student learning conditions.

(1:20)

Turan Kayaoglu, Associate Vice Chancellor for Faculty Affairs

- Faculty Governance is not consistent across all our schools, colleges. There was a request that Turan investigate this and make sure that all colleges and schools have established Faculty Governance.
- Turan values, democracy, deliberation, and dissent.
- If there are things that you want to talk about, please reach out to Turan.
- Turan is working on a roadmap that will articulate what are the actions, and plans for the report. There are 26 recommendations, and he would like to address each of those.
- Turan is working to establish a salary oversight committee per Regents Law.
- We are working to reimagine new faculty orientation, to better support all our faculty.
 - We have found that we have an issue creating incentives and reaching our lecturers.
- We need to understand who made the change in the Interfolio document for evaluations and work to address this situation.
- There is some concern regarding the TIPS division. The Provost gave a brief overview of the division. It was formed to promote a one stop shop for teaching support. If there are things being destroyed by the alignment of TIPS we need to know, so we can address it.
 - There are concerns about where faculty have input into the support services that are being planned by TIPS.
 - There is a lack of faculty being involved in the implementation stage.
 - Pedagogy is supposed to be the expressed right of the faculty, based on Regent Law. TIPS is supposed to support Pedagogy and there are no mechanisms for faculty input in TIPS.

(1:40 PM)

Jarrold Hanson, Chair of the Denver Faculty Assembly

- We are asking APC to investigate faculty engagement mechanisms in our schools and colleges for campus committees. We must improve our faculty representation within shared governance.
- We are looking to fill multiple committee spots for Faculty Council. If you or someone you know is interested, please send a nomination to Jarrod or Lee.
- Transparency on Faculty Assembly budget. The process on how the money should be distributed currently falls on the Chair. We would like to create a plan for how the money is used, and formalize the stipends.
- There is a concern that all the Faculty Assembly Officers are currently IRC faculty, and it is thought that a representative should be present from all levels of faculty.

(1:55)

Committee Reports

- **Educational Policy and Planning Committee**
 - More to come.
- **Learning, Educational, Technology, Teaching and Scholarship Committee**
 - They have not yet met. AHEC technology upgrades, and digital education in general.
- **Committee on the Status of Women**
 - They have not met yet, more to come. Working on pay equity, and support of female faculty, as well as the impact of COVID on women faculty, and parental leave.

- **Ethnic Diversity Committee**
 - Faculty Assembly approved the EDCs fellowship proposal. The Chancellor has decided to implement the lecture series, that was in the proposal.
- **Disabilities Committee**
 - The Disabilities Symposium will be in November. Registration will open on the 15th. The goal is to raise awareness and change assessment, and pedagogy.
- **LGBTQ+ Committee**
 - They are working to expand DEI and Gender workshops to the business school. Heidi Ganahl has been involved in some vicious anti-LGBTQ+ language.
- **Budget Priority Committee**
 - They have not met yet; the biggest item is that our current CFO is leaving the university. That creates a level of uncertainty that they will be navigating.
- **University of Colorado Denver Associate of Lecturers and Instructors**
 - They are focusing a lot of their time on the IRC Task Force Report.

(2:00)

Meeting Adjourned