

# CU Denver Faculty Assembly Meeting

October 04, 2022  
12:00 pm - 2:00 pm  
Zoom

## Minutes

**Attendees:** Paul Taylor, Colleen Donnelly, Turan Kayaoglu, Lee Potter, Ilkyeun Ra, Dennis DeBay, Cristina Gillanders, Joanne Addison, Lawrence Cunningham, Traci Sitzmann, Vivian Shyu, Todd Ely, Bud Talbot, Kathy Kelsey, Constancio Nakuma, Karen Spencer, Wendy Bolyard, Lonnie Schaible, Kelly See, David Bondelevitch, Timberley Roane, Kevin Seeber, Eric Baker, Linda Fried, Brad Hinson, Geeta Verma, Jeremy Nemeth, Linda Fried, Karen Sobel, Mia Fischer, Melissa Tackett-Gibson, Dan Maxey, Fernando Mancilla-David, Michelle Marks, Maryam Darbeheshti, Michael Zinser, Jeffrey Schrader, Katie Linder, Greg Ragland, Larry Erbert, Marty Otañez, Eric Jewett

*(12:00 PM)*

### **Vivian Shyu, Vice Chair, CU Denver Faculty Assembly**

- Meeting brought to order.
- Motion to approve September Minutes; Dennis DeBay, Lawrence Cunningham Seconded
  - Unanimously Approved.
- Motion to change the title of the Disabilities Committee to Disability Committee.
  - Linda Fried Motion, Seconded Karen Spencer
  - Unanimously Approved.
- Jarrod was on the search committee for the CETL Director search committee, due to his medical leave, we appointed Dennis DeBay to that as he was an elected member.
- Joanne Addison just wanted to give a shout out to CU Denver for including the Lecturers in the one-time payments. The Provost appreciated the shout out but thought that this is the way it should be and wasn't something that exceptional.

*(12:10 PM)*

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

- Chancellor Marks joined the meeting to discuss our organizational structure and administrative hiring.
- The key things.
  - Gain confidence and step out of our sister institution's shadows.
  - Our intricate relationships with AHEC and Anschutz were impeding our progress.
  - Our community not working in a unified direction.
  - Increasing diversity within our ranks.
- She shared the changes in leadership between 2020 and 2022, this table can be found in the attached slide deck.
- Since Jan. 1, 2022, we have hired 217 new employees. Mirroring recruitments, the two areas with the greatest number of hires are in SESS, and CLAS. The full numbers of Faculty and Staff recruitment and hiring can be viewed in the slide deck. Currently we are recruiting 95 positions across the campus.
- Todd Haggerty has taken a new role and they will be implementing a national search for that position.
- We are significantly below our peers on administrative spending.

- There will be two sessions of Candid Conversations with the Chancellor in October where faculty can ask their questions directly to the Chancellor.
- Joanne Addison asked a question regarding faculty concern regarding administrative hiring, in parallel to budget cuts. There was also a concern raised about how administrative roles that should have a faculty line move to just administrative lines.
- The Chancellor stated that she is very dedicated to increased transparency and collaboration, as well as better communication with our community.

(12:30 PM)

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

- The CETL Director moved from .5 FTE to 1.0 FTE, every year in increments as there was more need and work for this individual. In the search they were dedicated to the need for teaching experience and set a minimum qualification to be 7 years of teaching experience. They are also opened to trying to appoint the individual into a 0.0 FTE Teaching role, so they will be a faculty member, however they will work on that with the finalist.
  - There will be faculty forums for this position once the finalist is identified.
- The Classroom Audit Process is underway. Over the summer one of their team walked through 96 classrooms to make notes about the technology. Those classrooms are the ones that CU Denver has complete control over. They are working on shared spaces with AHEC but we are starting on our classrooms. They will be sharing the preliminary data soon. After they will do feedback sessions to establish what the baseline of what we want to do in our classrooms.
  - They will be establishing a website directory of our classrooms. That will include information on the technology in the room and where to get help and training.
- Dr. Linder's office is launching two initiatives on OER
  - The first is a campuswide committee with involvement from all schools, colleges, the Library and TIPS.
  - They are also launching a community of practice with funding from the state.
- There were faculty concerns on how we are defining our modalities. Primarily when there are synchronous classes, they are considered remote and there is an additional fee. However, this is not always the case and should be changed. Dr. Linder will be working with LETTS to address this.
- We don't have a technical definition of Micro-Credentials on our campus. Over the summer they did a review and created a matrix for defining micro-credentials. They will begin to distribute this information for faculty approval. The hope is to define Micro-Credentials on our campus, and then codify policies and procedures around them.
  - Dr. Linder wanted to get Faculty feedback and about how best to have these discussions.
- They are in the process of a Badging RFP. Which would allow faculty to create badges for their courses. More information to come when this is finalized.
- Dr. Linder wanted to check in with the Faculty Assembly about how we best engage faculty during the summer.
- Joanne Addison raised a question regarding the RFP for Badging. There are concerns that faculty are being left out, and there isn't a focus on DEI during these processes as well. She noted that we can pay faculty who are on 9-month contracts to engage in work over the summer.
  - Dr. Linder noted that this is something that needs to be addressed. We need to make sure that there is cross campus faculty engagement on these large-scale purchases.
- Colleen Donnelly noted that there are a lot of faculty who would be interested in getting involved if these projects are announced ahead of time in the Spring.
- There was a question raised about ACUE, and why we are discontinuing ACUE.

- One year of ACUE is equal to their entire operating budget. They are hoping to continue micro-grants to complete the ACUE certification, however they cannot afford it. They are working to replace that with an internal program with micro-credentials.

(1:10 PM)

### **Vivian Shyu, CU Denver Vice Chair**

- Jarrod Hanson is officially on medical leave. We are not sure how long that will be for, in the interim we will be voting on an interim structure. Our bylaws currently don't outline what will happen if an officer cannot complete their term. Joanne Addison has agreed to step in to take on the role of acting chair until Jarrod returns or the end of the academic year. The executive committee was supportive of this motion. As Vice Chair Vivian will be stepping up to take on a few of the responsibilities with Faculty Councils and the Faculty Assembly representative to the AVC FA.
- Motion to appoint Joanne Addison as acting chair for the remainder of the term or until Jarrod returns.
  - Motion David Bondelevitch, Seconded by Dennis DeBay.
  - Unanimously Approved.
- Below is a link to an E-Card which can be used to send well wishes to Jarrod.  
<https://www.groupgreeting.com/sign/f8b5b578a053fe3>

(1:25 PM)

### **Joanne Addison, Chair of the Denver Faculty Assembly**

- A memo was drafted to address the Faculty Activity Reporting changes that occurred without faculty input.
  - There was a concern that the language about this not happening in the future was not strong enough.
  - Another concern was raised about adding a line regarding all the collected data being **destroyed**.
  - There was also a concern about how this data was used in evaluations and a **require** that those evaluations be reconducted.
  - All the above will be added to the memo.
  - There are concerns that this isn't the only academic violation that has happened, they are systemic, and we need to focus on this.
  - Do you support sending the Faculty Assembly FAR Memo with the additional language.
    - Jeffrey Shrader Motion, Larry Erbert Seconded.
    - 29 yes, 1 no.
- We will be working on the FA budget and stipends and codifying the process.
- We do have some committee openings at the system level. If you are interested, please contact Vivian Shyu. We still have one seat open on EPUS, which is very important.
- We will be providing a Faculty Assembly response to the IRC Task Force Report Road map. EPPC, APC, and members of the Assembly who were on the task force, get together to draft a Faculty Assembly Response. Wendy Bolyard will be putting together a small group to draft an initial response.
- There are diversity concerns within shared governance. We need to recruit diverse membership, use inclusive language, and address micro-aggressions.
  - This is something that the Assembly will take on in a self-reflective manner. There will be a brief meeting with the chairs of DisC, LGBTQ+, CSW, and EDC.

(1:50)

### **Committee Reports**

- **Educational Policy and Planning Committee**

- They looked at APS 1014 and currently have three open seats.
- **Learning, Educational, Technology, Teaching and Scholarship Committee**
  - They have had one meeting so far, and will continue discussions on Proctorio, and continue a close relationship with TIPS. Dr. Linder will be at their next meeting to discuss course definition modalities.
- **Committee on the Status of Women**
  - They are focusing on disparities from the impact of COVID. As well as working with other groups on campus to explore these issues.
- **Ethnic Diversity Committee**
  - More to come.
- **Academic Personnel Committee**
  - Kat Vlahos will be liaison for the administration and Lonnie Schaible will be the liaison for the assembly. They are hoping this year to look at some of the broader grievance policies as well as salary equity. They are also working the AVC Kayaoglu and AVC engelke.
- **Disabilities Committee**
  - They are hosting a conference on November 3<sup>rd</sup>. They have 150 people signed up so far.
- **LGBTQ+ Committee**
  - They received a grant from the president's office to expand LGBTQ+ Workshops for the schools and colleges on our campus. They are working to build connections across campus, and address emergent situations as they come up.
- **Budget Priority Committee**
  - They are looking to work with the administration to help highlight administrative spending data, and the budget model. They are going unit by unit to also look at their current budget situation and moral. Tobin Bliss and Todd Haggerty are leaving our institution, which are big shifts.
- **University of Colorado Denver Associate of Lecturers and Instructors**
  - We have a new president Elizabeth Pugliano, we are working very closely with our new AVC FA, and we have just published our most recent Newsletter. We have grants coming out for IRC Faculty as well.

(2:00)

### **Meeting Adjourned**

- Vivian Motion to adjourn the meeting, David Bondelevitch Seconded.