

UCDALI Executive Committee Meeting

09/01/2023

11:00 – 1:00 PM

Minutes

In Attendance: *Jim LoPresti, Beth Pugliano, Pam Laird, Leigh Ann Rutherford, Eric Baker, Dennis DeBay, Lucy Dwight, Jeff Golub, Paula Schmidlein, Jason Machado, Vivian Shyu, Andrea Laser, Maryam Darbeheshti, Jennifer Steffel Johnson, Salahuddin McKloskey*

CHECK-IN:

- Welcome back, y'all!
- Introduction to Administrative Coordinator Leigh Ann Rutherford

BRIDGE NETWORK LIAISONS UPDATES:

- CAP: loss of Dean; all is good on IRC front, getting contracts squared away
- Library: working on finalizing hiring a teaching/learning Instructor faculty member; all is well
- SPA: # of IRC 7 or 8, approx. double digit Lectures, some of us were granted multi year contracts (MYC); positive reception Expressed concern whether one year contracts are really worth considering as a MYC. A lot of effort goes into applying for it to just be a one year contract.
- SEHD: big % of IRC faculty, more lecturers than past since some faculty lines weren't filled; offered MYC, dean has been receptive on concerns (e.g. workload); more flexibility in contract service %
- CLAS: updates to come; lots of multi-year contracts under way, variable across departments, about 10-15% of MYC.

AVC FACULTY AFFAIRS TURAN KAYAOGLU:

MYCs

- CAM 21 faculty eligible, 17 got them
- BUSI 7 faculty got, 1 did not
- CAP 4 faculty eligible, reached out, no one yet
- CEDC some confusions, asking questions
- EDUC submitted all MYC eligible
- Overall, data is being collected now, and will be released soon
 - o Estimate about 60% of IRC faculty are now on MYC

Titles

- Transition of CTT to Teaching Professor over next 6 months, approx.

- “Assistant Teaching Professor”, “Associate Teaching Professor”, “Teaching Professor”; some departments may want to preserve CTT in the case of some individual faculty members engaged in clinical work.

CAP 1007 (Promotion Compensation):

- Question: Promotion Pay bumps: policy vs. recently promoted faculty who did not get that bump? Faculty concerns over compensation equity principles and morale, sooner info than later would be helpful
- A: There is a shared governance path to address this (Salary Oversight Committee), viz. IRC taskforce recommendations; committee to convene to establish a framework for a solution; endeavor to have a clear, one-time solution to the issue, following established mechanisms.
 - It will take some time, perhaps end of this semester or early next semester; looking into grievance policies.
 - Alternative: Issue primarily impacts CLAS; impacted faculty could go through the CLAS grievance process; if denied, can appeal decision to the Provost.
 - Adhoc Salary Grievance Claim could be formed if needed as an administrative mechanism (not shared governance).
- UCDALI reiterated that clear communication should be shared during this lengthy process.

IRC Roadmap year 2 Updates:

- Promotion pay for IRC is at top of agenda
- Confusion about grievances, AVC and Provost want to see strong and clearer rights on this
- Transition of titles per APS 5060, by Jan 01 2024, approx.
- Inclusive language document being finalized
- Senior Lecturer rank has been introduced, needs to be integrated in HR;
- Continue to push MYC, 60% is not enough, better protection and clarity;
 - Engineering, CAP, ICB, important that they get MYC;
- Establishing Lecturer Liaison committee
 - We have 441 lecturers on a per course basis, we cannot achieve success without IRC and especially Lecturers support
 - Looking into variation between lowest and highest paid Lecturers, see how to improve.
- In 3-5 years, IRC experience will be “very different” from a year ago.

BYLAWS REVISIONS

- Thanks to Eric and Jason for their Summer work on this!
- Discussions, Comments, Questions and Next Steps for drafting
 - Opportunity to codify “Who we are” in this document. Discussion on ensuring Inclusion and avoiding Exclusion in language for all members (e.g. making sure to include Lecturers, Adjuncts in ‘IRC’; avoid excluding Clinical Faculty who are relatively few on Denver campus vs. Anschutz). Our aim is to *support, not exclude*.
- Next Steps: Follow up in the October UCDALI meeting for review; look through the document one more time, consider Discussion question above; feedback and comments.
- Action Item: LA send out Bylaws Revision Doc and request members reread before October in order to finalize doc.
- Suggestion was made to include the Inclusive Language Guidelines doc as Appendix to Bylaws.

INCLUSIVE LANGUAGE GUIDELINES:

- Goal is a streamlined form of all the work has been drafted last semester; get a functional document to bring before Faculty Assembly for review and endorsement.
- Jim will integrate suggestions for us, and then send back around; once approved, we'll work with FA chair to bring to FA for review/possible endorsement.

FALL 2023 UCDALI INITIATIVES:

- APS 5060 revisions: Anticipating questions from faculty. The more we can be familiar with this, the better, so we can help faculty; we can ask Admin about further questions (e.g. how senior lecturer is implemented, given that it is not a promotion; faculty wanting to remain CTT title). Anticipating 6-month transition period.
- Budget Realignments Phase 2 beginning soon. After census. Nothing is coming down as a magic bullet, it's going to be a challenging year. Seeking accountability in process and representation for faculty being affected. Request information early and often.
- Provost Working Groups: 4 of them, teams or groups working on academic operations; looking for a UCDALI rep for 3 of these groups, possibly all 4. Haven't received an official request, but it is coming. A couple of hours every 3-4 weeks, tbd. We can look to our full membership for representation. Late Sept/Oct. to start.
 - o The website will come out 09/05, people can join, receive updates,
 - o FA and UCDALI will choose their reps.
- Time Tracking Project – after budget realignment, it hadn't been prioritized. If we can gather this data now, it might be good to have in hand. Updated invitation letter and docs have been sent to review. Maybe get this out by early October.
- Events and Outreach – Newsletter to get out before mid-point of semester. Eric is stepping back, but he'll still do the feature. Leigh Ann is here to help, working with Maryam. Call for support for content to help out!
- Upcoming Events: IRC prof dev funding. Operated through CFDA in partnership with UCDALI. The webpage should be up 09/04. 2 rounds of funding, application approx. at end of Sept, second round in late Nov. We want to send this out to everyone we can; great role for the liaisons! Encourage IRC to apply so we can build a case for enhancing professional development funding in the future.
- Lecturer's Welcome Reception: 09/13 UCDALI is cohosting, 5:00 – 6:30 in 3rd floor Learning Commons. Let's all come if we can!

ADJOURN

UCDALI
Executive Committee Meeting
9.1.2023

Location: Rush Conference Room

Meeting Time: 11 AM to 1 PM

Agenda

11:00-11:05 Administrative Coordinator Leigh Ann Rutherford — Introduction

11:05-11:20 Bridge Network Liaison Updates

11:20-11:35 AVC Faculty Affairs Turan Kayaoglu

- CAP 1007 (Promotion Compensation)
- IRC Roadmap Year 2

11:35-12:05 Bylaws Revisions

12:05-12:45 Fall 2023 Conversations, Initiatives, etc.

- APS 5060 Revision
- Budget Phase 2 Reductions
- Provost's Working Groups
- Time Tracking
- UCDALI Events and Outreach (?)

12:45-12:55 Upcoming Events and Opportunities

- IRC PD Funds
- Lecturers Welcome Reception (9/13)

12:55-1:00 Recap/Next Steps

UCDALI Executive Committee Meeting
10/06/2023
Minutes

In Attendance: Elizabeth Pughano., Jason Machado., Thorsten Spehn., Laurel Hyslop, Salah McCloskey, Maryam Darbeheshti, Vivian Shyu, Kodi Saylor, Paula Schimdtlein, Lucy Dwight, Jim LoPresti, Joan Bihun, Pam Laird, Thomas Dunn, Leigh Ann Rutherford., Jeff Golub

RECOGNITIONS:

- Joan Bihun, Bethann Bierer (CLAS) transitioning out from UCDALI
 - o *Quel dommage!* Unanimous gratitude.
- Thomas Dunn (Math, CLAS) joining from ICB – Welcome!!
- Laurel (Psych, CLAS) joining from psych, possible future participation – Welcome!!

BRIDGE LIAISON UPDATES

- **(LIB):** Taskforce search for faculty, updating departments; “Auraria library MYC” taskforce - Librarians are in favor of having Multi-Year Contracts (MYC), still looking at how that would work (for at-will employees); measuring interest.
 - o General discussion on alignment of MYC with Letters of Offer (LOO)
- **(SPA):** Clarity on grievance policy continues to be an issue; questions from faculty raised about potential for IRC professional development leave.
- **(CLAS):** Dean is working on grievance and promotional raises for those who were missed; promotional raises are distinct from merit raises (considered above and beyond promotional raise); questions on how far back for retro pay? Faculty expressed interest.
- **(BUSI):** Nothing to report
- **(Comms):** Newsletter updates, faculty feature interview is set, done soon, provost is also on board, should be up perhaps by end of October.

PROVOST ACADEMIC WORKING GROUPS UPDATES

- Not meeting yet, next four weeks coming up, we found IRC reps for all of them; Membership of groups is being finalized now, no confirmation or invites yet, but soon. We have UCDALI IRC fac rep in each group!
 - o Kaiya Schroeder core curriculum working group
 - o Lori Elliott
 - o Sarah Woodard calendar scheduling
 - o Beth academic workload parity

POSSIBLE UCDALI REP FOR BPC?

- Looking into it, but salary equity group on hold for now; if agreed, one of us could pivot in

BY LAWS REVISIONS:

- Last Month's meeting (September) didn't deep dive into the doc, but hinged on the foundational ideas. Membership and representations, who we really represent, what and how we might communicate in this doc, guidelines for us as well as a public facing doc. Picking back up:
 - o Does the title "IRC" communicate the faculty that UCDALI ("LI") represents? 5060 places Lecturers in a different section than IRC, Bylaws should explicitly include them; in general, aim to be in line with Inclusive Language doc.
 - o General Discussion on Bylaws revisions; continue to clean-up, flesh further out; revisit in November meeting for final decisions.

TIME-TRACKING PROJECT

- Have not gotten this off the ground, on the back burner since last semester.
- General idea: invite IRC faculty to select 1-2 weeks, track their work time, any work related to their position, related to CU Denver, to get some data and clarity around the amount of work people do; how best to collect/use data?
- Completely optional; data is anonymized to the individual level; we track different titles, schools, FTE %; any 1-2 week period, track activities in any areas of workload distribution.
 - o Is the project workable? Worth it? General Discussion.
- Tabled for now; perhaps find a way to collab with working groups.

FACULTY MILESTONE CELEBRATION

- Leadership working on ideas; recognition for faculty in the spirit of staff milestone recognition (numerically quantifiable achievements, e.g. number of students taught); pushed off from last year, but they still want to make it happen. UCDALI asked to give feedback on the proposal.
 - o Look over for next meeting.

FALL EVENTS AND PROJECTS

- Tabled until next meeting

ADJOURN

UCDALI
Executive Committee Meeting
10.6.2023

Location: Zoom (<https://ucdenver.zoom.us/j/98905063719>)

Meeting Time: 11 AM to 1 PM

Agenda

11:00-11:05 Recognitions

11:05-11:20 Updates

- Bridge Network Liaisons
- Fall Newsletter
- Academic Working Groups

11:20-11:30 Possible UCDALI Rep for BPC

11:30-12:00 Bylaws Revisions

- Review of comments
- Next steps

12:00-12:20 Time-Tracking Project

- Invitation review
- Data collection plan
- Next steps

12:20-12:35 Faculty Milestone Celebration Proposal

- Request for review and feedback from Faculty Affairs

12:35-1:00 Fall Events and Projects

- IRC PD Funds Application Review
- IRC Faculty Forum — December Meeting?
- IRC Roadmap 1-Year Anniversary (November)
- Connecting with... Deans, Chancellor, SGA, ICEA, Monique Snowden, Jen St. Peter, Ann Sherman

UCDALI Executive Committee Meeting
11/03/2023
Minutes

In Attendance: Elizabeth Pugliano., Dennis DeBay, Jason Machado., Thorsten Spehn., Laurel Hyslop, Salah McCloskey, Maryam Darbeheshi, Vivian Shyu, Kodi Saylor, Paula Schindtlein, Jim LoPresti, Pam Laird, Thomas Dunn, Jenny Steffel Johnson, Leigh Ann Rutherford, Jeff Golub (in absentia), Eric Baker

BRIDGE NETWORK UPDATES

- **(SEHD):** Dean and Finance support title changes to teaching professor, working to get everyone who is being promoted taking care of; voting on criteria next week for TP, working on very specific criteria for instructor, senior instructor
 - o (in relation to whether or not instructors/senior instructors holding a PhD was a factor).
- **(SPA):** Great listening session a couple weeks ago, Associate Dean met with IRC faculty, we're being heard.
- **(CAP):** Resuscitated college governance committee, everyone has been included in conversation; nothing specific to IRC, except one is applying for Associate Dean positions.
- **(LIB):** Annual meeting with Chancellor Marks, lots of topics: staff and student mental health, 2.6% budget adjustment, budgeting, hiring, etc.
- **(ICB):** One person volunteered for the academic committee, chancellors coming to visit ICB.
- **(CLAS):** Dean spoke on the budget, included in dean's notes; retirement incentive plan, positions won't be back filled; depending on who elects for the retirement package, we don't know yet what impact this will have.
- **(BUSI):** Been solicited for suggestions on budget cuts; working on NFCQ committee to see if we can make the rankings more fair on performance reviews. Suggestion: consider the response rate adjusted mean in addition to stats.
- **(CEDC):** IRC faculty are aware of the work that is in process, we have many various, unique positions, no one specific line that captures all IRC in Engineering; faculty feel hope for fair compensation and MYCs.
 - o General discussion on who is interested in MYCs, who is electing or declining; suggestion to parse this data.

AVC FACULTY AFFAIRS TURAN KAYAOGLU

- Three Items:
 - (1) Thank you to Beth, Dennis, Thorsten on CFDA IRC Prof Develop funds. Decisions are made, in the process of notifying. Overall was rigorous, we were able to support many faculty! Second round of funding coming up.
 - (2) IRC promotion adjustments: determining how it will be applied to those previously promoted (approx. 100 faculty), 27 of them have received standardized pay this year, others in Dec/Jan, for the promotion date Aug 15.
 - (3) Work on APS 5060 continues, hearing job classifications issues from Deans and Library, hopeful to push forward; some of the processes at the campus level are not in place yet, process being vetted by FA.
 - IRC appeal process included in 1019 has been submitted to FA academic personnel committee, being reviewed, then sent to AVC. Review in conjunction with 1027 about MYCs; good hope this will be successful.
 - Personnel committee fast tracking policy revisions and reviews
- Discussion Highlights:
 - Decision levels include an appeal process for those who feel they have been miscalculated or excluded. Share this info and circulate to IRC. HR has put a lot of work into this, extremely detailed.
 - Likely applies to most recent promotion (for those who have been promoted twice within 10 years), but not sure, will follow up.
 - Question on whether this is promoted across tracks, or within tracks. What is considered promotion needs to be evaluated further (per policy 1007).
 - Looking into protecting faculty lines for IRC to come back to who move into admin positions.
 - MYC incentives, why do some take it and others not? Perceived Limitations?
 - Does MYC differ from conditions spelled out in LOO?
 - MYC does offer job security; hypothetically, it could be that if faculty is terminated before contract expires, the university still pays out the contract.
 - Encourage UCDALI to reach out and have conversations with the system.

APC 1019 REVIEW FOLLOW UP

- Timeline: Internal review by APC wrapped up today, make recommendations, then co-chairs will write up formal memorandum; goes to AVD FA and chair of FA, then to executive committee, then shared with general membership; invite comments.
- Working with FA/APC on timeline and process for integrating UCDALI feedback.

FACULTY ASSEMBLY UPDATES:

- Tabling the censure motion on the Provost until the February meeting.
- Provost's responses are publicly available on the Provost's website.

IRC ROADMAP ADVISORY COMMITTEE

- Meeting next week. Have been discussing promotional raises, recommendations on professional leave (declined so far on budget reasons), but we could at least start building structures and timeframes.
- Discussions on disparity of retirement incentive offers to TT vs IRC and staff.
- Housing assistance program for IRC has been on pause over the pandemic, need to check up on current status of the program.

IRC PROFESSIONAL DEVELOPMENT FUNDS

- First Round funded; 12 applications (including 4 Lecturers)
- Second Round Timeline: apps open withing the next week, deadline end of November.
 - o Funds to be used by end of academic year, June 30.
 - o Questions on whether and how graduate students who serve as instructional faculty fit into this process...looking into this.
- Soliciting help for reviewing second round apps, especially from those funded in the past.

PROVOST/UCDALI QUARTERLY MEETING RECAP

- Two main topics: (1) Promotional Pay and (2) Budget Realignment, importance of engaging faculty and responsiveness of deans to issues.
 - o Suggested expectation that Deans and Directors submitting their final report include what they did to engage their communities, what they heard, what they decisions they ultimately made, and why they decided to do it . Important to keep in touch with IRC faculty; check-in re: integration and voice in process.

SPRING EVENT/OUTREACH

- Spring gathering with the Deans? Feb? Get everyone together, lunch hour, or split over two sessions, so we can get as many as possible in the same space?
- Spring Event – community outreach is central to our mission; seeking volunteers for organizing. Leigh Ann will send a call.

DECEMBER MEETING

- Aiming for a larger faculty forum, invite everyone. teri engelke to talk about CCC; possibly invite Chris Puckett to talk about MYCs.

BYLAWS

- We won't look at this in December meeting, return to it in Jan
- Refined red line version on Teams, keep working and clearing. (Reviewed current version at the end of the meeting).

TIME-TRACKING PROJECT

- Tabled until next meeting

ADJOURN

UCDALI
Executive Committee Meeting
11.3.2023

Location: Zoom (<https://ucdenver.zoom.us/j/98905063719>)

Meeting Time: 11 AM to 1 PM

Agenda

11:00-11:05 Thanks and Recognitions

11:05-11:20 Updates

- Bridge Network Liaisons
- IRC Roadmap Advisory Committee
- Faculty Assembly

11:20-11:35 AVC Faculty Affairs Turan Kayaoglu

11:35-12:00 Provost/UCDALI Quarterly Meeting

- Meeting recap and outcomes
- Response to UCDALI questions

12:00-12:15 Revised Time-Tracking Questions

12:15-12:30 December Meeting — IRC Faculty Forum?

- Focus
- Invitations/guests
- Communication

12:30-12:35 Spring Event/Outreach

12:35-12:55 Bylaws Revisions

12:55-1:00 Recap and Next Steps

UCDALI IRC Faculty Forum

Friday, December 1, 2023

Location: Zoom

Administrators Attending:

Turan Kayaoglu, Associate Vice Chancellor Faculty Affairs
teri engelke, Associate Vice Chancellor Human Resources
Chris Puckett, Managing University Counsel

IRC Faculty Attending: 50+

This forum was convened to address questions related to Multi-Year Contracts (MYCs), IRC Appeal Rights, CAP 1007 (Campus Academic Policy on Compensation Principles for Promotion and Tenure) Retroactive Implementation, the Comprehensive Compensation Collaborative (3C), the Family and Medical Leave Insurance (FAMLI) Program, and other policies relevant to IRC Faculty.

MULTI-YEAR CONTRACTS (MYCs)

Central questions/concerns include the nature of the contract, the protections afforded to faculty, eligibility for contracts and flexibility/variability of contract language.

- There are currently 97 faculty members on MYC (compared to 25 in AY 22-23).
- Per [APS 5060](#) (Academic Policy Statement regarding Faculty Appointments), MYCs are considered limited appointments, but they are not “at will” appointments.
- There are still terms in the contract that provide for dismissal, both for cause and without cause. MYCs afford some measure of financial protection: Faculty on a MYC who are dismissed without cause are entitled paid out for the duration of the contract.
- The current contracts are set at the CU System level. Chairs, and Deans cannot change the language of the contract.
- Faculty on MYCs can receive merit raises and/or be promoted (and receive the commensurate base-building salary adjustment associated with promotion outlined in [CAP 1007](#) [Compensation Principles for Promotion and Tenure]) during the contract term.
- Only faculty with 0.5 or greater FTE are eligible to receive a multi-year contract under Colorado state law ([C.R.S. § 24-19-104\(1.5\)\(d\)](#)); see also [APS 5053](#).

There is persistent confusion about Contracts versus Letters of Offer or Appointment Letters, in part because the terms are often used interchangeably. New Employment Letter templates that aim to streamline documentation and improve consistency in language and usage are forthcoming from the System office but are not yet finalized.

- Across the CU system there are limited scenarios in which employees can have legal contracts rather than at-will employment agreements, one of which is the MYC for IRC faculty with 0.5 or greater FTE. (By contrast, for example, deans or AVCs don't have a contract for their administrative work; they are at-will, but they may have tenure as part of their faculty appointments)
- All IRC faculty not on a MYC currently have at-will appointments and should regularly receive an Employment Letter (aka Letter of Offer or Appointment Letter) that lays out workload expectations, salary, and conditions of employment.

APPEALS/GRIEVANCE RIGHTS AND PROCESSES

Central questions/concerns include IRC faculty rights to grieve issues such as promotion, reappointment and salary, the processes in place related to grievance, and protections afforded IRC faculty who exercise this right.

- [CAP 1019](#) (Instructional, Research and Clinical Faculty Appointments) is currently being updated and is on the table for Faculty Assembly's review in February. The revised policy will include language regarding how to appeal to the Provost if a faculty member wishes to appeal a Dean's decision. The intent is to establish a campus-level process through a shared governance committee or a Provost's committee.
- In practice, MYC length is determined by the Dean in relation to budget and enrollment projections in their school/college. It's a resource question.

APS 5060 (CU SYSTEMWIDE FACULTY TITLES)

Central questions/concerns include the transition of faculty from CTT to Teaching Professor Titles, movement between IRC tracks, implementation of new titles (Teaching Professor and Senior Lecturer) and movement from Lecturer to rostered faculty positions.

- Faculty currently with CTT titles will be notified of title changes to TP (Teaching Professor). Faculty will carry their current rank to the new track (ex: CTT Associate Professor to Associate Teaching Professor).
- Clinical Teaching Track (CTT) titles will continue to be used and faculty may be hired in the Clinical track if they are in the healthcare domain. Faculty who believe they should remain in the Clinical Track, as defined in APS 5060, will have the opportunity to appeal the change. For non-healthcare hires, other titles are encouraged, such as Instructor or the new Teaching Professor title. Some new HR classifications are not yet approved.
- Instructor and Teaching Professor are two different tracks. State law requires that movement between the tracks (ex: If a Senior instructor wants to go to the Teaching Professor track) entails creation and approval of a line in that track and a job posting/search.
- Lecturers have the right to apply to move to other tracks and promotable ranks; however, they would have to follow state policies and apply to open positions.
- There is new language in APS 5060 regarding Lecturers who are hired semester after semester ("If the expertise of either a Lecturer or Senior Lecturer is needed on a long-term basis, they shall be considered for an appointment in one of the instructor track titles, at an appropriate percent appointment.") This is a CU System policy, and currently there is no CU Denver policy on this issue. Academic units at CU Denver retain the discretion to make decisions on a case-by-case basis, contingent upon the availability of funding to support such hires.

RETROACTIVE PROMOTIONAL PAY INCREASES

Central questions/concerns include notification and implementation, process, inclusion, and opportunities to appeal/request review.

- HR will send out letters confirming pay increases to identified faculty in late December/early January.
- Retroactive promotional pay increases were approved for promotions going back to July 1, 2013. The most recent promotion was considered in these calculations.
- Base salary increases will be implemented for a start date of August 15, 2023.

- Faculty who do not receive a letter notifying them of a base salary increase but believe they are due a retroactive promotional pay bump should contact AVC Teri Engelke (teri.engelke@ucdenver.edu).
- In those instances where faculty came in as Senior Instructor and not Instructor, they would have not gone through the promotion process, so they cannot be included in backpay.
- The analysis focused on faculty who moved up within a track. Faculty who moved across tracks, including from a CTT line to a TT line or from Senior Instructor to a CTT line, in the relevant time frame were not included in this analysis. (AVC Engelke provided this correction after the forum. UCDALI has requested analysis of these cases.)
- This process looked only at the most recent promotion. That was a decision made by campus leadership. A full review of where there may be gaps related to compression overall is part of the analysis done by the CCC (more info below).
- The Comprehensive Compensation Collaborative (3C; see below) study is looking at areas of equity, compression, and markets which should include those faculty who were not encouraged to go up for promotion due to lack of funding within their schools/colleges.

EARLY RETIREMENT INCENTIVE

Central questions/concerns include eligibility, options to return in retiree positions, determination of one-time fund allocations, and parity with T/TT faculty.

- To date (12/1) there are 66 eligible applicants: 18% are IRC faculty, 50% TT, and the remainder are staff.
- The goal is to fund everyone, and, barring that, as many people as possible without one classification receiving all the funds.
- [APS 5016](#) (Faculty Retirement Agreements) is undergoing revision. Phased retirement should be extended to IRC faculty and language is being drafted accordingly. Currently it allows only a one-year option for IRC faculty.
- Faculty who come back to IRC positions from retirement can retain their title. Salary will be up to negotiation with colleges/schools as a new position.
- Eligible faculty can also apply for PERA.

COMPREHENSIVE COMPENSATION COLLABORATIVE (CCC) UPDATE

Primarily information sharing. Central questions/concerns include outcomes and impacts on compensation equity in the long term. Click [here](#) to view the accompanying slide deck.

- The CCC has a steering committee of 20 members working on this and will be launching a website by summer 2024.
- The aims of the CCC are to compile information, create guides, provide transparency, and provide clarity on where the market analysis is, and to formulate recommendations where there are gaps or concerns so leadership can move forward to address them.
- Also creating an online job library where faculty can see all jobs. This resource will be new and Denver specific with respect to compensation philosophy and guidelines, but aligns with System policy. Targeted launch is Spring 2024. HR will offer training to for better understanding.
- HR has been working with the consultants (Mercer) who ran the focus groups with T/TT, IRC and staff over the summer/early fall. Those outcomes will be included in the update in Spring 2024 and finalized by Summer 2024. (Follow up is expected re: the cost of the market review conducted by Mercer.)

FAMLI AND OTHER BENEFITS

Primarily information sharing. Central questions/concerns include available benefits, access, changes to benefits, and benefit support for Lecturers.

- An overview of the new FAMLI (Family and Medical Leave Insurance) benefit, effective January 2024, was provided. See [slides](#) for details.
- Most benefits are determined at the System level. For questions, reach out to the [benefits team](#).
- Most benefits eligibility (ex: medical, dental, vision) requires 0.5 FTE or greater. If you move to 0.49 FTE or lower, you'll get a notice. There needs to be more System guidance/support to create Part-time Instructor positions, possibly with basic benefits eligibility, to Lecturers who are consistently at 0.5 FTE (or above).

QUESTIONS ADDRESSED VIA EMAIL BEFORE/AFTER FORUM

Following are questions that were submitted via anonymous form or email before or immediately after the forum, for which responses were provided via email by AVC Faculty Affair Turan Kayaoglu. Questions and responses are provided here in full; references to specific schools/colleges have been removed.

Q: How is the University planning to fund these changes? I had a meeting yesterday with my department chair and while he agreed that I should have a different title based on the new IRC hierarchy, he said that with all the budget cuts coming from the University there is no way they could pay me (or anyone else in the college) more money.

A: Any title changes stemming from APS 5060 compliance will not encompass promotions, differences in workload, or salary adjustments. If the faculty and chair agree that these issues need attention, they should be addressed separately within the context of the specific question—be it promotion, salary adjustment, or workload adjustment—rather than under the of APS 5060 changes.

Q: Could the Instructor join his 1st year holding a Ph.D. and more than 20 years of experience to get an early promotion to Senior Instructor or does he/she need to wait to complete 2 years with the UC Denver?

A: IRC promotions adhere to the PU [primary unit] criteria. Faculty members should comply with the PUC. If the PUC stipulates a specific waiting period before applying for promotion, the faculty member has two options: 1) wait for the designated period or 2) collaborate with the PU faculty to seek a change in that rule. It's important to note that the Provost's Office will enforce any waiting period specified in the PUC for IRC promotions. Some PUC, I know have a language to provide flexibility and allow something akin to prior-service credit.

Let me also say that if a chair or dean solicit my advice, I suggest that incorporating some waiting time is advisable. Even if a faculty member has prior experience at other institutions, the department may find it beneficial to observe their success at CU Denver, particularly in terms of teaching effectiveness with our student population, in their assessment of promotion.

Q: Can a part-time Instructor position have a multi-year contract? Can the percentage be changed — or would that require a new contract?

A: See above summary notes on MYCs.

Q: APS 5060 states that part-time faculty who are consistently hired to teach each semester should be given positions as Instructors at an appropriate part-time percentage. However, with the current budget crisis, how are departments and colleges supposed to fund the conversion of those positions?

A: See above summary notes on APS 5060.

Q: Since CTT faculty are supposed to be converted to either Teaching track or Research track, how will the titles of Assistant/Associate/Full relate to the same titles in the existing Tenure Track? The point being, when something is restricted by bylaws to "votes from faculty at-rank or above," how does that work? Previously, CTT were considered only Assistant Prof, so guaranteed to be below rank of Associate or Full Prof Tenured Track. With the Teaching and Research Tracks now having all three rankings, Assistant, Associate and Full Prof, will an Associate Teaching Track faculty be considered equal rank to Associate Tenured Track? Who will be on the RTP reviews for each track?

A: The transition from CTT to the Teaching Professor track does not alter the roles and responsibilities associated with these titles. Only Tenured/Tenure Track faculty will remain involved in the RTP processes of other Tenured/Tenure Track faculty, as outlined in relevant Regent Policies.

Q: I am a 9-month faculty member with the expectation that I will teach 3-7 credits over the summer. This teaching load requires me to be actively teaching and advising all 12 months, with no personal, sick, or vacation leave. What policies might the administration consider or implement to address this?

A: At CU Denver, faculty summer appointment is distinct from the 9-month appointment, with the latter serving as the primary appointment that influences the leave designation. If there is a desire within the academic unit to convert a faculty appointment into a genuine 12-month appointment, the position could be transitioned accordingly, and the leave would then align with a 12-month appointment. This decision should be made based on the business and teaching needs within the academic unit.

Q: If a practitioner is hired as a part-time Instructor, is their research independent of the university? (Who owns it?) Is there the possibility of having part-time Teaching or Research track positions? Can a part-time Teaching track faculty be a PI on a grant?

A: When someone holds the position of an Instructor, their role typically comprises a specific percentage dedicated to teaching and possibly a percentage dedicated to service. The University does not allocate funds for research as part of their job responsibilities, so any research conducted by Instructors is considered external to the University.

Principal Investigators (PIs) are generally expected to be faculty members with permanent appointments that explicitly include a research component in their appointment. The specific eligibility criteria for PI are established at the school/college

level. For more detailed information, the faculty member should contact the Office of the Dean in the academic unit where they are currently teaching.

Q: If a current T/TT prof does not have a "meritorious teaching record," can they be asked to switch to a Research line? OR, with poor research performance, can they be asked to switch to a Teaching line?

A: These changes occur periodically and are governed by policies APS 1006 and CAP 1012 when adjusting the workload distribution for Tenured/Tenure Track faculty from the standard 40-40-20.

QUESTIONS/COMMENTS NOT ADDRESSED DURING FORUM

The following questions were submitted in the chat during the forum but were not addressed live. Responses are from UCDALI.

Q: I am wondering how APS 5060 aligns with UCDALI's recent resolution regarding inclusive language for faculty. The policy requires that our titles differentiate (and ultimately, devalue) our faculty roles. Should we be asking that APS 5060 differentiate titles for tenure/tenure-track faculty? Why don't we call T/TT faculty Assistant Tenure-Track Professor, or Associate Tenured Professor?

A: UCDALI will bring this question forward at the start of the spring semester as the inclusive language resolution begins to be circulated more widely on the CU Denver campus. The ideals and practices promoted in that resolution are specific to CU Denver, although we hope they may come to resonate on other campuses and within the System offices.

Q: I'm new, CTT rostered faculty. During the hiring process, one of the things that really appealed to me was the opportunity to have access to the down payment assistance that was listed on the benefits website. When I researched it further (after accepting my offer) I discovered that the program (Landed) was defunct. The other program is only available to tenure-track faculty. I did reach out to our HR person to let them know what I had discovered but received no response. The Landed information has since been removed from [the benefits page](#). This felt a bit like a bait and switch — it played a huge part in my decision to relocate to Denver where housing costs are so astronomical.

A: UCDALI has previously raised this issue with the Faculty Council Personnel and Benefits Committee (PBC) and has reiterated concern about this issue to the PBC in light of this comment. We will continue to address the need for support in this area with System representatives and seek guidance and support at the campus level.

UCDALI Executive Committee Meeting
02/02/2024
11:00am - 1:00pm

Minutes

In Attendance: Beth Pugliano, Dennis DeBay, Laurel Hyslop, Lucy Dwight, Vivian Shyu, Kodi Saylor, Paula Schimdtlein, Jim LoPresti, Pam Laird, Thomas Dunn, Jenny Steffel Johnson, Leigh Ann Rutherford, Jeff Golub (in absentia), Andrea Laser

FACULTY AFFAIRS UPDATES (AVC KAYAOGU)

- Six Items:
 1. On APC 5060 implementation and compliance: by and large, it has concerned just title change to teaching professor (TP) (excepting those health care, they remain under CTT title); working with HR on new job descriptions; only a few profs (6-7) across colleges were judged it would be best to remain CTT title, all others will move to TP; the senior lecturer title is in APS 5060, background work being done in HR, but expected to be done approx. March 1. Additional conversation about what Senior Lecturer means in practice will be needed.
 2. Faculty searches: 22 rostered faculty hires: 8 are for TT, 14 are for rostered IRC (Instructor/TP/CTT), 4 searches have already been completed, all offered have accepted.
 3. This semester, focus will be on policy issues, making sure what we do has a firm ground in policy; working to address incompleteness and/or inadequacy; work on policy on multi-year contracts (MYC) slated soon; APS 1019 in Faculty Assembly (FA), endorsed by Academic Personnel Committee.
 4. This semester, putting energy into shared governance: **(a)** writing a report on State of Faculty Shared Governance at School/College levels and Library. These levels have been uneven historically, not in compliance with regional policy. We will have three parts: reviewing all bylaws about shared gov (draft is almost done, looking for feedback); **(b)** survey for faculty to capture their experiences and suggestions about state of shared gov at their schools/colleges, feel free to share with others. Hoping the survey goes up by the end of Feb. **(c)** focus on interviews, Deans, Assoc. Deans to gain clarity, ask questions - overall goal to bring clarity to shared gov, what can be done to improve, what are best practices at CU Denver.
 5. IRC inclusive language document - shared with provost, who is willing to support it; will be brought up at next dean's meeting. When they approve, we disseminate widely. It is a living doc. Adjunct title removed, moving to Adjoint or Visiting. The doc places emphasis on faculty *being* our faculty and should be called by names that show this respect, and on equal voice, equal participation in shared gov; any distinction must follow clear regent policy.

6. Provost award for IRC excellence – open questions and discussion on need for this award (how do we track the award? comply? Can one nominate one’s own department?) looking in general to establish standards, up to UCDALI.

Discussion

SCHOOL/COLLEGE/LIBRARY UPDATES (BRIDGE NETWORK LIAISONS)

- **(SEHD):** cleared our TP track criteria. We have two faculty that are going through promotion, now using TP criteria. (AVC gave recognition of SEHD as an excellent paradigm for criteria)
 - o Thing Studio Unconference March 8 Travis Heath 9 -2 pm “Being black in academia”
- **(SPA):** No Updates.
- **(CAP):** In process of figuring out next steps for a Dean search; great effort to include everyone in the college. So far very inclusive. We’re rewriting bylaws (haven’t been updated since 2015). Focusing on inclusivity and shared gov. Specific avenues for IRC to be involved.
- **(LIB):** survey on cancellations to library databases and journals. Budget cuts are necessitating cuts, we need feedback by March 15. Some things we must have for accreditation, so we need to have these no matter who uses them. On the other hand, if a million people need it, we’ll listen if we can.
 - o Survey: <https://library.auraria.edu/about/database-journal-cancellations>
- **(ICB):** One faculty departure, to be replaced soon.
- **(CLAS):** No Updates
- **(BUSI):** No Updates
- **(CEDC):** No Updates

POLICY DRAFT FEEDBACK

CAP 1019 and CAP 1027 (Comprehensive Review of Deans)

- Campus policy review processes continue to develop and be refined. Lingering questions: Where things are in the review process, when feedback is integrated, what is the most recent version, how UCDALI fits in. For the policies that are specifically impacting IRC, how IRC can contribute feedback (e.g. at APC level); currently there is one IRC member of APC.
 - o *Discussion:* formalize a UCDALI rep to serve on APC?
 - o *Discussion:* create a sub-group, an ad-hoc committee on UCDALI ExCom to review policies? Ad hoc committee formed for SP24.

SPRING BUSINESS/EVENTS

- UCDALI elections are on tap this year. Secretary to begin soliciting names and putting out docket, networking and encouraging names for now, election in March.
- Spring newsletter: should be up by early March; include Thing Studio Unconference if possible.
- *Discussion:* Another Q & A session about contracts, appointments, grievances?
- Lunch with Deans (Learning Commons Feb 16) Soliciting ideas of questions and talking points.
- Faculty Outreach: *Discussion:* what can we do in terms of community building? Focus in on smaller events withing schools and colleges?
 - o E.g. something specific for library? CLAS is huge, maybe a way to split up events? Looking out for lecturers, maybe unit by unit?

SELECTION OF COMMITTEE REPS FOR IRC BEST PRACTICES AWARD

- Beth P. following up via email.

BYLAWS REVIEW

- Tabled until March meeting.

ADJOURN

UCDALI
Executive Committee Meeting
2.2.2024

Location: Zoom (<https://ucdenver.zoom.us/j/91772864429>)

Meeting Time: 11 AM to 1 PM

Agenda

11:00-11:20 Faculty Affairs Updates (AVC Kayaoglu)

11:20-11:35 School/College/Library Updates (Bridge Network Liaisons)

11:35-12:15 Policy Draft Feedback

- Comprehensive Review of Deans
- CAP 1019 and CAP 1027

12:15-12:35 Spring Business/Events

- Lunch with Deans (Friday, 2/16)
- School/College/Library Outreach
- Spring Newsletter
- UCDAI Elections

12:35-12:40 Selection Committee Reps for IRC Best Practices Award

12:40-1:00 UCDAI Bylaws Review (Article IV: Executive Committee)

UCDALI Executive Committee Meeting
03/01/2024
11:00am - 1:00pm

Minutes

In Attendance: Beth Pugliano, Dennis DeBay, Jeff Golub, Jason Machado, Laurel Hyslop, Lucy Dwight, Vivian Shyu, Kodi Saylor, Salah McKloskey, Andrea Lascr, Paula Schindtlein, Pam Laird, Thomas Dunn, Jenny Steffel Johnson, Leigh Ann Rutherford, Kelly McCusker, Marayam Darbeheshi, Jim LoPresti

FACULTY AFFAIRS UPDATES (AVC KAYAOGU)

1. *Excellence in teaching for lecturer award* - 3 apps received last year, 5 apps received this year; IRC advisory committee will review these apps.
2. *Policy clarifications updates* - re: ability for CTT faculty becoming emeritus? not specified in policy but CTT are eligible for emeritus status; re: 1/6 rule as applicable to IRC? IRC are not subject to 1/6 rule and not required to submit annual declarations (as TT faculty do).
3. *APS 5060* - Implementation continues:
 - a. Titles - phasing out CTT for colleagues not on health care domain, SEHD and CLAS (Psych) recommended a few faculty to continue at CTT; all others will move to appropriate Teaching Professor titles; CTT faculty are being notified and faculty will have the opportunity to appeal if they think their title classification is erroneous; appeals will need to be based on Clinical titles as defined in APS 5060.
 - b. Appeal rights - particularly those on Multi-Year Contracts (MYC), MYC policy (CAP 1027) and CAP 1019 policy under review at FA
 - c. Lecturers - variations across campuses, schools, and colleges; Senior Lecturer policies being clarified (how it gets instituted, what is the diff between Instructor and Senior, 'is this a title change or does it come with benefits' etc.?)
4. *Faculty Shared Governance Survey* - Survey to understand the state of shared governance through collaboration with FA; went out Tuesday February 27. Deadline for Survey is March 11. Bylaws to be shared/circulated with campus leaders soon:
 - a. There will also be an effort to conduct leadership interviews to gather feedback on shared governance issues. Seeking compliance between Regent policy and Shared Governance, to ensure faculty has a strong voice; want to hear from faculty about their experiences; hear from leadership, deans, faculty leaders, at school/college/campus about what they are hearing about issues with shared governance.
 - b. The goal of this report will clarify these structures of shared governance and what recommendations we can get to strengthen them; understand IRC concerns and how they are either unique to IRC or align more broadly with general faculty concerns, so as to best integrate IRC into broader faculty voice,

and protect them as more vulnerable faculty, when voicing in shared governance. In general, elevating the faculty elevate IRC as well.

Discussion

- How research percentages are affected if at all by the switch from CTT to TP; not at this time, only title changes are currently concerned
- Importance of watching that research/service percentages do not exceed 100%
- Research that can be done at 10% is not scalable with a contract of 40% Research.

SCHOOL/COLLEGE/LIBRARY UPDATES (BRIDGE NETWORK LIAISONS)

- **(SEHD):** No Updates.
- **(SPA):** Regarding UCDALI outreach within schools, we're similar with CAP in that we have more IRC fac, but lots of lectures; IRC have been concerned about MYC and Grievance rights; looking into a Q & A with our lecturers.
- **(CAP):** Committee to write bylaws, good conversations so far, anticipating title change roll-out; next week is college wide meeting for the dean search, very intentionally inclusive of everyone.
- **(LIB):** Different positions have been posted: archivist, development librarian, scholarly librarian; position for Associate Director of Collection Management & Discovery was searched, no hire.
- **(ICB):** possibly getting ICB faculty together, we have questions unique to ICB (e.g. some faculty who are not citizens are asking about pay/benefits, can they go to campus to teach over summer, since Denver faculty often go to ICB for summer teaching?)
 - o ICB could utilize UCDALI funds for an event in Beijing for this.
- **(CLAS):** No Updates
- **(BUSI):** No Updates
- **(CEDC):** No Updates
- **(CAM):** No Updates

DEANS/DIRECTOR LUNCH FOLLOW-UP

- Conversation focused on lecturer needs and questions around MYC. Decent amount of info was shared, ideas brainstormed and/or celebrated what they've done for IRC; enjoyable conversations!

- *Questions for follow-ups:* length of time faculty remain as lecturers; what protections do lecturers and/or MYCs have going forward viz-a-viz on-going budget discussions; suggestion that data on number of courses taught, percentages and overages might be collected – check with Institutional Research

SPRING UPDATES/CHECK IN

- *Ad Hoc Policy Committee:* overall recommendation from UCDALI re: CAP 1019: one of the big takeaways was consistency and language. A lot of conversation around old vs new language (i.e. reiterating where “track” vs “series” is correct). Clarifying language from APS 5060, adding hyperlinks for polices, to toggle back and forth. If the language is taken directly from another policy, it should be quoted. Language needs to be consistent; we need to discuss consistency at college level (e.g. does CTT contract load mean 80/10/10? across all faculty?), or in the documents—how much leeway do we want to give college; need more eyes on the grievance sections (mostly about appointments); distinctions between non-renewable vs non-reappointment in terms of what can be grieved and what cannot; where should appeals properly be directed (unit vs dean vs provost)
- *Newsletter:* Should be out by the end of next week, coordinating with Maryam on Featurette; Un-Conference Friday March 08; elections announcements in newsletter.
- *UCDALI Elections:* Call for nominations going out this week, nominations hopefully completed by March 15. Ballot to be sent out approx. March 30.

IRC BEST PRACTICES AWARD

- Awaiting update from Betsy Metzger re: applications. Last meeting, there is a request to think more about this award; underway.

BYLAWS REVIEW

- Tabled until April meeting.

ADJOURN

UCDALI
Executive Committee Meeting
3.1.2024

Location: Zoom (<https://ucdenver.zoom.us/j/91772864429>)

Meeting Time: 11 AM to 1 PM

Agenda

11:00-11:15 Faculty Affairs Updates (AVC Kayaoglu)

11:15-11:30 School/College/Library Updates (Bridge Network Liaisons)

11:30-11:45 Deans/Director Lunch Follow Up

11:45-12:20 Spring Updates/Check In

- Ad hoc policy committee
- Newsletter
- School/College/Library Community Events
- Academic Transformation Working Groups
- UCDALI Elections
- Understanding IRC faculty research

12:20-12:35 Questions re: IRC promotional processes

12:35-12:45 IRC Best Practices Award

12:45-1:00 UCDALI Bylaws Review (Article III: Purpose; Article IV: Executive Committee)

UCDALI
Executive Committee Meeting
4.5.2024

Location: Zoom (<https://ucdenver.zoom.us/j/91772864429>)

Meeting Time: 11 AM to 1 PM

Agenda

11:00-11:30 State of Shared Governance Update (Peter Anthamatten, AVC Kayaoglu)

11:30-11:45 Faculty Affairs Updates (AVC Kayaoglu)

11:45-12:00 School/College/Library Updates (Bridge Network Liaisons)

12:00-12:10 UCDALI AY 2024-2025 Budget Request

12:10-12:20 Letter of Offer Template Feedback

12:20-12:40 IRC Faculty Research Working Group Proposal

12:40-1:00 Spring Updates/Check In

- UCDALI Elections
- IRC Best Practices Award
- UCDALI Policy Review Plan
- UCDALI Bylaws Work

UCDALI
Executive Committee Meeting
5.3.2024

Location: Learning Commons, Rush Conference Room

Meeting Time: 11 AM to 1:30 PM

Agenda

11:00-11:30 School/College/Library Updates (Bridge Network Liaisons)

11:30-11:40 UCDALI Election Results (Jeff Golub)

11:40-12:10 UCDALI Updates

- Bylaws Revisions
- IRC Best Practices Award (Dennis Debay)
- Policy Review Process
- AY 24-25 Budget Request
- IRC Research Working Group Proposal

12:10-12:30 AY 24-25 Planning

- Meeting Availability and Scheduling
- IRC Faculty Professional Development Support
- Outreach and Communication
- Events

12:30-12:40 Faculty Affairs Updates (AVC Kayaoglu)

12:40-1:30 Chancellor Marks

UCDALI Executive Committee Meeting
04/05/2024
11:00am – 1:00pm

Minutes

In Attendance: Beth Pugliano, Jeff Golub, Leigh Ann Rutherford, Jenny Steffel Johnson, Paula Schmittlein, Andrea Laser, Dennis DeBay, Eric Baker, Jason Machado, Jim LoPresti, Lucy Dwight, Lawel Hyslop, Pam Laird, Thomas Dunn, Salah McKloskey

STATE OF SHARED GOVERNANCE UPDATE (Peter Anthamatten, AVC Kayaoglu)

- Context: Dec 2022 Faculty Assembly resolution highlighting unevenness of shared governance across CU Denver and noncompliance with regent polices; asked provost to take some actions. Working to produce report(s) with recommendations to guide work with school/college/lib to ensure regent policy compliance and strong shared governance.
- 2024 report addresses three areas: (1) bylaws assessment; (2) faculty shared governance survey (results shared via email with all rostered faculty); (3) interviews/conversations with Deans and Lib director, faculty of all titles (TT, IRC, Lecturers), shared governance groups to better understand different perspectives and experiences. Looking for clear codification of rules; faculty representation; general problems in bylaws, lacking clear mechanisms for employments of rules; distinctions between IRC and TT, if applicable.
- Discussion addressed the following issues and questions:
 - *Faculty participation in shared governance based on rank/title.*
 - *Role of staff in shared governance. (NOTE: this report is limited to faculty roles)*
 - *Other data breakouts besides variations across s/c/l, such as IRC and TT, career stage, gender, etc.?*
 - *Language of “rostered” vs. “all” faculty and status of Lecturers in relation to shared governance.*
 - *Relationship between the survey info and the review of bylaws (ex: disparity between stated shared governance structures and perceptions of shared governance in practice).*
 - *Ensuring fair representation across faculty ranks/titles, protecting IRC voices and building trust.*

FACULTY AFFAIRS UPDATES (AVC KAYAUGLU)

- Provost guidance on lecturer issues document to help address APS 5060 introduction of senior lecturer position.
- Budget realignment: CFDA assistant director position reduced from .49 appointment to .2. appointment. Request for input: how should CFDA support IRC faculty development and advancement?
- *Discussion*

SCHOOL/COLLEGE/LIBRARY UPDATES (BRIDGE NETWORK LIAISONS)

- **(CAP):** College level work, bylaws, dean's search, working on Teaching Professor title changes.
- **(LIB):** Committee elections; bridge liaison is an elected position now, we changed the bylaws, the faculty body here decided to make it an elected position this cycle.
- **(BUS):** Lots of retirements coming up.
- **(CLAS):** Lots of retirements in some areas coming up. CLAS forum has discussed retirements and possible consequences.
- **(SPA):** No Updates
- **(SEHD):** No Updates
- **(ICB):** No Updates
- **(CEDC):** No Updates

UCDALI AY 2024-2025 BUDGET REQUEST

- Draft request: course releases for President (will discuss possibility of standardizing rate with FA); community outreach/s/c/l events; drop-in coffee hours; summer work and ad-hoc committee work compensation possibilities
- Note to ensure ICB is also included in the amount requested for s/c/l events
- Question re: whether funds carry over. A: No
- Our aim is to be good stewards of limited funds, and to manage our budget allocation effectively in service of the UCDALI mission
- Aiming to submit final request no later than early May.

LETTER OF OFFER TEMPLATE FEEDBACK:

- Updates to Letters of Offer templates happening at system level to improve consistency across all four campuses.
- Provisional template went into use in Jan.
- Most recent draft, dated March 1, has been shared with campus shared governance bodies for final input. Please provide feedback on anything that is not acceptable to Leigh Ann by EOD on April 25 for discussion in the April 26 EPUS meeting.

IRC FACULTY RESEARCH WORKING GROUP PROPOSAL

- Effort to address issues/questions related to IRC faculty research allocations and supports called out in IRC taskforce recommendations and raised by faculty in the past year.
- Draft proposal focuses on two areas: 1) research allocation and expectations for TPT and CTT faculty with defined research percentage in workload, and 2) Research in relation to teaching practice.
- Proposal needs to address scope, rationale, deliverable, timeline, people/committee, and financial and other support.
- *Discussion*

SPRING UPDATES/CHECK IN

- **Elections**: Ballots and being finalized and will go out for election as soon as possible.
- **IRC Best Practices Award**: Campus recipient recommendation accepted by Provost Nakuma and will be announced at campus awards later this month; There will be a brainstorming session re: possible updates to the award criteria and process Tuesday 04/09 at 3:30 pm (Zoom).
- **UCDALI Policy Review Plan**: Meeting scheduled for end of the month between UC DALI and FA reps to talk about shoring up and codifying UC DALI place in campus level policy review.
- **UCDALI Bylaws Work**: Tabled until next meeting.

ADJOURN

UCDALI Executive Committee Meeting
05/03/2024
11:00am – 1:30pm

Minutes

In Attendance: Beth Pugliano, Dennis DeBay, Jeff Golub, Laurel Hyslop, Lucy Dwight, Thorsten Spehn, Vivian Shyu, Kodi Saylor, Salah McKloskey, Paula Schindtlein, Pam Laird, Jenny Steffel Johnson, Eric Baker, Leigh Ann Rutherford, Marayam Darbeheshi, Jim LoPresti

SCHOOL/COLLEGE/LIBRARY UPDATES (BRIDGE NETWORK LIAISONS)

- **(LIB):** Journal cancelations; conducting interviews in all departments and divisions; met with AVCFA and Provost on the State of Library; changes in marketing staff — questions re: how does this change impact workload (e.g. Auraria is tri-institutional and the new arrangement is with CU Denver)?
- **(BUS):** Hosted a UCDALI outreach session in the 3rd week of April, approx. 10 people attended, spoke about what UCDALI is up to in general; 11 retirements (most TT, important admins) — positions won't be replaced, or replaced by lecturers.
- **(SPA):** Retirements/faculty losses in SPA exclusively in Criminal Justice program, going from 10 F/T faculty to now 3 (2 IRC, 1 TT); no rostered faculty replacements, or maybe just TT; definitely an increase in lecturers; the fate of the Lecture Liaison position is uncertain (with faculty retiring, the Liaison duties would have to go to an as-of-yet unhired staff person).
 - o **Q:** Any mention in SPA of senior lecturers? **A:** No, not explicit. Maybe those who retire and get emeritus status (which IRC can do) will be eligible.
- **(CAP):** Continuing to rewrite of bylaws for college. Working with former chair in Architecture to overhaul IRC definitions that have not been updated since 2015. Teaching Professor (TP) faculty title change was a valuable a reason to overhaul everything. There are 3 CTT faculty who would move to TP, but one is retiring and one stepping down. Revisions not yet approved by college.
- **(SEHD):** Fantastic gathering for IRC this week, prior to school meeting; everyone now is transferred into appropriate TP/CTT tracks, some clinicians chose to keep CTT, everyone else moved to TP; 5 promotions in TPT, one to Associate, one to Full; numerous retirements and increasing lecturers (one program at least will be 90% lecturers).
- **(CLAS):** Had to reschedule lunch planned with Dean's Office on questions regarding transition from CTT to TP, how service/research percentage allotments are aligned across units and in relation to promotion, MYCs, and "terminal" degree requirements.
- **(ICB):** No Updates
- **(CEDC):** No Updates

- **(CAM):** No Updates

ELECTIONS (2024-2026 TERM)

- **President:** Beth Pugliano
- **Vice President:** Vivian Shyu
- **Information Officers:** Eric Baker, Marayam Darbeheshti
- **Secretary/Treasurer:** Jeff Golub
- **Members at Large:** Alyssa Gilkey Zawack, Jim LoPresti, Maren Scull, Thorsten Spehn, Jennifer Camacho Taylor
 - o *Motion was passed to approve five at-large members (5 Yes, 0 No, 0 Abstain) — consistent with bylaws stipulating “at least two”*
- **Bridge Network Coordinator:** Paula Schmidlein

UCDALI UPDATES:

- **Bylaws:** Two working sessions in April with Beth Pugliano and Jason Machado to incorporate changes from previous discussions. Will return with updated redlined copy in August. Working draft remains available for viewing and commenting in Teams.
- **IRC Best Practices Award:** Propose any updates/changes next fall. Suggestions: Have winners share their projects at the UC DALI spring event. Maybe also highlight winners in CU Denver News, around the same time as we ask for the next round of apps (Jan/early Feb)
 - o Thorsten, Paula and Jim will resume work on this in August: Aim to expand the definition of the award, be transparent and consistent, and to make IRC as visible as possible; determine mechanism for how awards circle back to supporting IRC faculty; recommend changes to AVCEFA by November 2024

Chancellor Arrives

CHANCELLOR MARKS AND FACULTY AFFAIRS UPDATES (AVC KAYA OGLU)

- (1) **What is going well for IRC?:** Definite progress on IRC roadmap (ex: MYCs; promotional pay, minimums, financial recognition of faculty, retroactive pay and promotion; work to expand and codify grievance rights; inclusive language; attention to shared governance); availability of leadership to meet with us;

Discussion on the meaning of and perception of “IRC” with respect to Lecturers.

Chancellor: Language and expectation of inclusion be brought up explicitly in Regent Meetings—“they’ll be receptive”

- (2) **Where we're struggling/areas of focus:** Change is slow and not hitting everyone (ex: retroactive promotion pay excluded some faculty who had moved from Instructor to CTT lines). Big concern for AY24-25 is Lecturers and the plan to supplement instruction with more Lecturers and redistribute service loads among remaining rostered faculty.

What kind of support do we have for this?

- i. *Discussion:* Can we encourage a Lecturer Liaison in every single unit for onboarding and allocate appropriate time and support for that work?
- ii. *Discussion:* If rostered lines are being replaced by lecturers, questions are raised as to the quality of working life, quality of student experience, and quality of teaching for Lecturers and IRC (regardless of how fantastic and dedicated they are).
- iii. *Discussion:* Culture and Lecturer Experiences: How to recognize and support the different types of Lecturers at CU Denver and avoid a kind of “revolving door” model in which lecturers are simply replaced over time without investment in them?

Chancellor: Very supportive: Chancellor, Provost, and AVCFA are willing to commit to this overall theme, to be put on next year's agenda.

AVCFA: A moral and institutional “imperative”; working on policy, want to hear from lecturers directly; started a new lecturer reception last year, invite all lecturers, deans, campus leaders, seeks to create a very welcoming environment

Compensation Issues

- i. Budget reductions, workload increase; absolutely crushing for some. Request for more updates and more clarity on CCC work and pay equity questions.

Morale and Trust:

- i. Keywords: “grueling, demeaning in terms of retirement process and IRC options different from TT”; “overburdened in terms of service and workload, overflow in student support”; “overlooked and undervalued”; concerns re: execution of equity-serving mission

Chancellor: supports collective work on this and an agenda that leads us to the next step

AY 24-25 PLANNING

- Tabled until next meeting.

ADJOURN