



CU Denver Faculty Assembly Meeting

September 6th, 2022

12:00 PM to 2:00 PM

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|-----------------|--|
| 12:00 PM | Jarrod Hanson, CU Denver Faculty Assembly, Chair |
| | ▪ Meeting brought to order |
| 12:15 PM | Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs |
| 12:45 PM | Turan Kayaoglu, Associate Vice Chancellor of Faculty Affairs |
| 1:10 PM | Jarrod Hanson, CU Denver Faculty Assembly, Chair |
| | • Vacancies on Faculty Council Committees – 1 for EPUS, 2 for Women's Committee, 1 for Disability Committee |
| | • Faculty input into appointments to committees, task forces, etc. |
| | • Examining most recent diversity report – led by Thomas Beck, Chair of EDC |
| | • Feedback on campus changes – Graduate School dissolution, reporting through FAR, changes/increase in administration and impact on faculty voice, other |
| | • Transparency in FA stipends and representation on Executive Committee |
| 1:50 | Committee Reports |

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)

Jarrod 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



CU Denver Faculty Assembly Meeting

October 4th, 2022

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/91087747440>

12:00 PM Vivian Shyu, CU Denver Faculty Assembly, Vice-Chair

- Welcome and Introductions
- Announcements and Meeting Agenda
- Approval of Minutes

12:10 PM Michelle Marks, Chancellor

12:30 PM Katie Linder, Associate Vice Chancellor for Digital Strategy and Learning

1:10 PM Vivian Shyu, CU Denver Faculty Assembly, Vice-Chair

- Chair's Report
- Discussion/Vote FA Interim Leadership Structure

1:25 PM Old Business/New Business

- Faculty Council committee reps (all rostered faculty .5 or greater FTE eligible)
 - Need Faculty Council representatives for :
 - EPUS (Meet twice a month by Zoom), Communications, and the Women's Committees (Also over Zoom)
- Importance of ensuring an inclusive environment on Faculty Assembly
 - All are welcome (land acknowledgement, inclusive language, addressing micro aggressions, recruiting diverse membership)
- FA Budget/Stipends
- Provost's Roadmap response to the IRC Task Force's report and recommendations
 - Proposed plan for providing feedback and ongoing discussion
- The FAR EDI/Strategic goals items
 - Motion to approve memo
- APS 1014 Intellectual Property that is Educational Materials
 - EPUS and EPPC report
- Additional Matters?

1:50 Committee Reports

2:00 Motion to Adjourn

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, Ilkyeon 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 Darbeheshi, 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 Jarred 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 3rd. 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.



CU Denver Faculty Assembly Meeting

November 1, 2022

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/91087747440>

Chancellor's Conference Room, 14th floor of LSC

12:00 PM Joanne Addison, CU Denver Faculty Assembly, Acting Chair
▪ Approval of Minutes

12:05 PM Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs

12:30 PM Turan Kayaoglu, Associate Vice Chancellor for Faculty Affairs

12:35 PM Joanne Addison, CU Denver Faculty Assembly, Chair

12:45 PM Teri Engelke, Assistant Vice Chancellor for Human Resources

1:xx PM Old Business/New Business

1:xx PM Committee Reports

2:00 PM Meeting Adjourned

CU Denver Faculty Assembly Meeting

November 2, 2022
12:00 pm - 2:00 pm
Zoom

Minutes

Attendees: Bud Talbot, Joanne Addison, Dennis DeBay, Vivian Shyu, Diana Tomback, Dan Maxey, Jeffrey Schrader, Melissa Tackett-Gibson, Lee Potter, Linda Fried, Howard Cook, Thorsten Spehn, Paul Taylor, Kevin Seeber, Karen Sobel, Traci Sitzmann, Turan Kayaoglu, Todd Ely, Fernando Mancilla-David, Colleen Donnelly, Dan Maxey, Ilkyeun Ra, Jeremy Nemeth, Geeta Verma, Wendy Bolyard, Karen Spencer, Timberley Roane, Lonnie Schaible, Larry Cunningham, Maryam Darbeheshti, Brad Hinson, Thomas Beck, Cristina Gillanders, David Bondelevitch, Kathy Kelsey, Kelly See, Constancio Nakuma, Eric Jewett, teri Engelke, Marty Otanez

(12:00 PM)

Joanne Addison, Acting Chair of the Denver Faculty Assembly

- Meeting Brought to Order
- Motion to Approve the minutes, Vivian Shyu, Bud, Minutes Unanimously approved.
- Joanne requested that we have a conversation about the campus budget. She requested that an org chart be provided that shows all of the AVCs and their support staff.
 - Dan Maxey's office is working on creating a new org chart, but it isn't quite to the level the FA is looking for. The Faculty Assembly's main concern is regarding administrative spending.
 - Some of the budget models that we have been looking at show that spending on teaching has gone down in the last few years. We are asking for more transparency and clarity on the budget documents that we have. We need better data to better understand what is going on. In the budget modal it just says Central Admin, but we would like to see those numbers broken down. We want to know who determines those allocations.
 - There are concerns about how we will get to 25,000 students if we are not investing in instruction.
 - If you have specific questions about this, please contact the BPC.
 - We are being told that we cannot hire in the instructional space, while we are seeing hiring done on the administrative side.

(12:10 PM)

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

- We are currently in a deficit, to have a deeper conversation about this, we need to have all of the facts on the table, and include the budget folks.
- Joanne raised a question regarding what is included in the central admin lines of Jen Saint Peters budget model.
- The Provost will work on providing answers to the questions that Faculty Assembly has gathered regarding the budget.
- Joanne raised a concern that the Budget Priorities Committee is supposed to be advisory however that is no longer the case, and they just receive presentations. The Faculty Assembly feels like so many things

regarding the budget are too opaque and there needs to be more transparency, as it feels like the administration is hiding a lot of information.

(12:30 PM)

Turan Kayaoglu, Associate Vice Chancellor of Faculty Affairs

- They wanted to talk with the IRC Roadmap Response has been sent out to rostered faculty, along with a first year action plan.
- The Grievance Committee is in the works, Turan is waiting for feedback from the APC and the Faculty Assembly.
- In some schools and colleges and the library there is variation in the strength of shared governance.
- In regards to schools and colleges bylaws, some do not have them, and some do not have approval from the Provost on their bylaws. If a Dean clearly violates bylaws, Turan believes there are two paths for actions, first it should go to the Provost to take an action. Second would be potentially involving Faculty Council at the system level. Thirdly the Faculty have the right to call a vote of no confidence.
 - There needs to be a grievance process in place for these issues.
 - If Faculty want to have confidential conversation, they can reach out to Turan.

(12:40 PM)

Teri Engelke, Assistant Vice Chancellor for Human Resources

- teri came in to come give an overview about the Comprehensive Compensation Collaborative(3C).
- A lot of what happens around salary happens behind closed doors, however we'd like to bring more clarity to how these processes work. They are hoping to have a more informed campus community around compensation.
- There was a question about what we will be doing immediately to address some of the compensation concerns.
 - They are reviewing certain cases that need to be addressed now.
 - If these issues were brought forward to the Dean don't get addressed, please bring them up to teri and Turan.
 - Joanne recommends that we formalize process and timelines around Salary Grievance, as well as a policy about faculty rights.
- Colleen Donnelly brought up a concern about how our campus is adhering to ADA, and ADA laws. She asks for teri's commitment to work on this, and would like to ask that they seek input regarding experiences of our faculty.

(1:10 PM)

Joanne Addison, Acting Chair of the Denver Faculty Assembly

- We need a tenure track and an IRC member for the system level grievance committee. If you would like to step forward to that please contact Joanne Addison.
- There is a concern about how Faculty Assembly does not have a direct line of communication and Turan Kayaoglu gave an update on the Rostered Faculty Listserv that is in the works.
- The Regents are reconsidering how strongly they want to mandate the FCQ, they are thinking about acknowledging how flawed of a tool the FCQ is.
 - Joanne raised a question if the Assembly would like to reengage with the FCQ process.
 - One suggestion was to bring forward the work that we had done 5 – 6 years ago, as the problems identified then are still problems now.
 - LETTS will talk about that at their next meeting.

- One of the most efficient paths to address IRC Faculty evaluations is looking at Primary unit criteria for evaluations.
- Joanne revisited the Faculty Activity Report, and asked if they we would like to include EDI criteria on that report.
 - Diane Tomback brought forward the point that this needs to be addressed within primary unit criteria.
 - We will start to have these conversations, and as we move this forward have models and different paths that can be taken clearly laid out.

(1:40)

Committee Reports

- **Educational Policy and Planning Committee**
 - They reviewed the academic integrity policy, they will be looking for feedback on their remarks on that.
- **Learning, Educational, Technology, Teaching and Scholarship Committee**
 - They were charged by Katie Linder to review course modality definitions as there are some Fee implications, based on definition. They received the information from the classroom technology audit.
- **Committee on the Status of Women**
 - They invited teri Engelke to their last meeting, and had discussion on the 3C initiative. Turan will be joining their following meeting.
- **Ethnic Diversity Committee**
 - No significant updates.
- **Academic Personnel Committee**
 - They are close to concluding their feedback to the salary grievance process. They are hoping to bring it to the whole assembly next month. They also provided feedback to the IRC Roadmap. Kat is working with a subgroup of the committee to map out the kind of issues that faculty could encounter, and provide the resources of how to deal with them.
- **Disability Committee**
 - Tomorrow is their two-day disability symposium. The committee is also looking at the ADA issues, regarding language of accommodations and the accommodations provided.
- **LGBTQ+ Committee**
 - They have concluded three of their LGBTQ+ Workshops in the business school. The committee has been talking about the EDI issue as well.
- **Budget Priority Committee**
 - They have gotten information this year that they have been trying to get for years. They feel good about that progress. They got NICUBO reports over the past five years, and they will share that once they synthesize it into a more friendly format.
- **University of Colorado Denver Associate of Lecturers and Instructors**
 - They have concluded their professional development grant process, they had 20 applications. They spent most of their time this semester working with Turan on the IRC Roadmap. They are working on a time tracking process to figure out how much time some of our particular colleagues are spending on service.

(2:00)

Meeting Adjourned

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



CU Denver Faculty Assembly Meeting

December 6, 2022

12:00 PM to 2:00 PM

<https://ucdenver.zoom.us/j/91087747440>

12:00 PM **Joanne Addison, Acting Chair**
Approve minutes
Change meeting time to 12:30-2:30 (next semester or next year?)
EC Meeting with Antonio Farias—how to move this work forward

12:05 PM **Turan Kayaoglu, AVC Faculty Affairs**
Salary Grievance Committee and Salary Oversight Committee

12:15 PM **Constancio Nakuma, Provost**
Jennifer Sobanet, Exec VC for Admin and Strategy
Jennifer St Peter , AVC for Admin and Finance
Budget Reductions/Strategic Investments

1:15 PM **Katie Linder, Associate Vice Chancellor for Digital Strategy and Learning**
Monique Snowden, Senior Vice Chancellor for Strategic Enrollment & Success
Beth Myers, Associate Vice Chancellor for Academic Planning and Institutional Effectiveness

1:35 PM **Old Business/New Business**
APC—Salary Equity Appeal Process

1:45 PM **Committee Reports**

2:00 PM **Meeting Adjourned**



CU Denver Faculty Assembly Meeting

February 7, 2023

12:00 pm - 2:00 pm

Learning Commons 3rd floor – Lecturer Landing Zone
Meeting Minutes

Attendees: Joanne Addison, Vivian Shyu, Dennis DeBay, Thorsten Spehn, Fernando Moncella-David, Wendy Bolyard, Greg Ragland, Mia Fischer, Traci Sitzmann, Larry Erbert, Jeffrey Schrader, Tammy Stone, Jamie Hodgkins, Karen Sobel, Todd Ely, Karen Spencer, Melissa Tackett-Gibson, Linda Fried, Larry Cunningham, Ilkyeon Ra, Colleen Donnelly, Jeremy Nemeth, Eric Jewett, Thomas Beck, Dan Maxey

(12:00 PM)

Joanne Addison, Acting Chair of the Denver Faculty Assembly

- Meeting Brought to Order
- Request for leniency and grace as FA leaders work to temporarily cover tasks in face of loss of FA administrative support staff
- Approval of December Minutes – problem with file that was attached to meeting invite, thus December 2022 and February 2023 minutes will be up for approval at March meeting
- Faculty Senate Grievance Committee CU Denver campus membership -
 - 2 reappointments - Gita Alaghband and Omar Schwartz
 - 1 new appointment - Tom Altman
 - Motion made to vote all as slate –seconded
 - Motion made to vote for full slate appointment – seconded
 - All present voted “yay,” 0 “no,” 0 “abstain”
- Meeting scheduling: (this, our first meeting in person – as per Jarrod’s efforts)
 - March – Regents as guests
 - Official call for nominations for Chair in March
 - April meeting – Chancellor wants to come
 - Election for Chair
 - May? - Items for agenda
- Remaining hybrid or fully online? – discussion
 - HYBRID for now, unless we hear otherwise

(12:20 pm)

Turan Kayaoglu, AVC for Faculty Affairs

- Agreed to hold his report for later in session

Constancio Nakuma, Provost; Jennifer Sobanet, EVC – Budget/Campus update

- → handout: MEMO Doc to Deans distributed
- Jennifer St. Peters unable to join as planned due to illness

- Joanne prefacing “How do we get feedback” and “How do we build in accountability?”
 - Faculty want an opportunity to provide feedback on the consultation process with Deans
- **Jennifer Sobanet** shared the RACI process
 - → handout: RACI for budget process with faculty for period 1/13 – 2/8 distributed
 - Talked about the sprint to get some input during that first deadline crunch; process was constrained by what needed to be provided to our leadership and then to Regents
 - Shift in process then made in response to faculty’s comments of “too-fast”
 - Resulted in a newly revised timeline/process:
 - First half of budget realignment process for June 2023 is focus for April 2023 Board of Regent’s meeting
 - Second half of budget realignment process for June 2024 now allowed more time; so now we can make this a more inclusive process
 - Using the RACI process (which is being designed as we go along)
 - Working with shared gov leaders to see that when proposals are decided there has been input from faculty and staff; asking for schools/colleges to include their student government input
 - Proposals due to Provost from Deans by February 8th
 - They will then tally to see that targets are being hit and that the proposed strategies are the correct cuts to make
 - Then subsequent RACI process for reviewing and consulting and ultimately finalizing decisions will guide remaining steps in process
- **Constancio Nakuma** – taking these steps to ensure as much input from faculty as possible
 - Process really takes place at coll/sch level
 - Change based on knowledge; want to give power to all of “you” to determine how we proceed at dept/college level
 - Posed question to Assembly, “what level of engagement have you experienced?”
 - Zero/none – about 25% of members present
 - Some? – about 25% of members present
 - Some members qualified their response with “informed but not consulted”
 - Consulted? – very few raised hands, maybe 5
 - Realizing the lack of consultation reported here, Provost shares that AVCFA Kayaoglu is working with schools/college’s without shared governance structures already
 - Discussion between Provost and membership: “Do faculty have a primary unit meeting where administrators sit in? Or, do Deans delegate to a dept level, where there are no witnesses present, so people can speak freely and then those comments/sentiments/concerns are taken that to Dean?”
 - Provost asks, “Do you feel you’ve had a chance to consult at dept level?”
 - Comments: “Sometimes deans have their people they consult;” “things get collected but then no engagement after (one round of gathering comments without anything after that – so really engagement?)”
 - Provost: “This is supposed to be happening now”
 - He is meeting with Deans now to ask what kinds of engagement and then working through the ideas asking:

- What is impact?
 - How is it hurting?
 - How it impacting your ability to grow?
- Talking through all proposals and marking ideas as:
 - Plausible (keep in bucket)
 - Against principles (no, throw it out)
 - Needs more work (needs further discussion)
- This process above was done collectively
 - Just saying “leave it in” at this point, does not mean it’s set in stone yet (given big picture)
- Tomorrow (February 8) is final slate of ideas
 - They (Deans) were supposed to consult with faculty this time around
- **Feb 20 meeting is scheduled** – to work with larger group where each leader presents their ideas/proposals (Deans and Central Administrators)
 - Intention: consultation with shared governance: Faculty Assembly, Budget Priorities Committee, UCDALI
- Question from FA member: They were told not to worry about 2030 implications [while Provost intends this guides every step of process]. So, will the executive summaries will be shared, so that faculty can assess alignment with their experience.
 - Answer: while they are supposed to be considering the 2030 implications, we do expect less complex proposals this first round; more after this 1st phase
 - when met with Deans and teams, understanding that vacancy may be offered for cut now (as convenience), but if a high-enrollment program, asking “what is plan for how you’re going to backfill”
 - If no thought yet, then deemed a “follow-up” items
- Question for FA member: What will be communicated by whom, to whom?
 - Answer: what is relevant to your college needs to be considered in your college; What is in your college should be available to you
 - Follow-up discussion leads to request: “Can they get it out to faculty at large? This will help faculty feel more comfortable and informed”
 - Answer: these are not yet agreed-upon actions – some will not go forward; a need to provide personnel protection for some proposals. So, cannot share broadly; also some will be thrown away and could cause unnecessary fear;
 - Provost: Feb 20th meeting is where they will be shared with this smaller group; still need to decide where we share after that
 - FA member comment: If not violating policy, then we say it should be shared
- **Joanne A** summary:
 - We are asking for concrete decision points where information will be shared
 - For Deans to be informed, “This is the date that you will share this information with these people”
 - Desire some agreed upon dates, and what will be shared with whom

Lightening Question Round:

- Nonrenewal or closing of faculty lines, what’s the Admin thinking on this?
 - What else have you considered (especially for laying off)

- As members of FA, there are a number of us without job security (so can't fully use our voice)
 - Provost responds that Deans are showing up as sensitive/conscious of issues (of power dynamics)
- Colleges/schools don't speak with one voice (how do the 49% raise their objectives once the dept has made their decision)
 - Joanne: will ask for some mechanism for the 49% to have voice heard
 - Provost responds that minority often gets overridden; asks us for help to figure this out
- Can we also know what cuts are happening at Admin level?
 - Provost reports they will be sharing this also; this is how they really know this is hard; they will be transparent
- In one college (SPA) – there really hasn't been any discussion of the cuts (just show of budget breakdown)
 - Can you reinforce this process (as this is not the upcoming faculty meeting agenda)?; Can Provost enforce that shared governance matters?
 - Provost says they will ask Deans what their process is
- There is a lot of fear because there is not enough knowledge
 - Can they create a rubric of what each sch/college does have to share so faculty knows what to expect, or look for, especially for faculty feeling anxious
 - Provost responds that each school/college operates differently
 - The idea is that whatever is being shared has already been shared with those impacted (e.g. programs impacted, chair in discussion?)
 - They intend that those to be impacted are informed prior
- Many of us are working without contracts – need to give people opportunity to find other positions if their jobs are at-risk; since we are year to year, and could not know until August
- Shared governance is in one bucket, and decisions as to how to get through budget crisis is in another bucket. This cannot be, because people are quietly quitting.
 - Need to give people the opportunity to say as much as they can and feel safe
 - This is not what we have right now

CLOSING comments:

- Joanne A. –attachments FA members received with email invite are 2 new, huge data files (described them as financial data files of administration)
 - Jen St. Peter was to be here but is out sick; BPC is looking at this information, but they can too. If questions, please share with Todd Ely (BPC) so he can share those forward
- Todd Ely (BPC): we presented some data earlier, and this is Jennifer St. Peters' work to bring cleaner, better data
 - Also addressing vacancies, bigger picture
 - BPC has gotten some more information about the data file
 - Acknowledge leadership did put a lot of work into this to provide more transparency
 - Now is time for scrutiny from faculty, so share questions with us (BPC)
- The Question and Answer file is there for members to read, also
- Provost: "Your voice keeps us honest. The more you guide us, the better we will be as leaders." This is the basis of our partnership.

(1:10 pm)

Katie Linder, AVC Digital Strategy and Learning; Karen Sobel, CFDA; Crystal Gasell, Director of Academic Technology and Training – AI (e.g. ChatGPT) policies and practices at CU Denver

- Chris Puckett, University Counsel was scheduled as guest, but could not attend due to illness
- A ChatGPT workshop held by ThingStudio/TIPS earlier in day had 80 people in attendance

Joanne presented Main Topics for this discussion: What do faculty need? Do we need policy on this? Is Office of Student Conduct ready for this?

- This is an evolution we need to be ready to meet; What do you all think, what questions do you have; Concerns about Office of Student Conduct?; What training do you want/need?
- FA member provides examples of how this issue presents even more work, is a true issue (as AI produced a solid B paper), and have to learn program and detectors, ...
- JOANNE: 2 issues
 - workload (how effect workload)
 - how do we spend resources to pay for what purposes? and how are faculty involved in these conversations?
- FA member: how are we expected to determine what our own expectations will be in our classes? At the level of individual courses, it's got to be clear. Faculty have to clearly state, and students have to know; Some courses where it will be forbidden, others where it will be embraced
- FA member: is there a place where we can go to get this information? (how used, ways used, ways moving around, avoid); Inserts for our Syllabi?
 - Need a place for Resources; Where will these things reside?
- FA member: this is an ethics issue – where do the ethics get imbued
 - Need to wrestle with this and don't think our Ethics Policy is ready to deal with this
 - What about when this gets monetized? Increase haves and have-nots
 - Microsoft just invested \$10m here, and our U invests resources
 - Where do the students learn about these ethics?
- FA member: not a one-size-fits-all
 - if comes down to individual faculty, we need to know that we have support to make our decisions for our classes
 - Do our chairs have training, are they prepared? Do Deans, administrators?
 - Some believe that when complaints are taken to higher-ups, "professors are always wrong"; even if it is still cheating – Chairs, Dean, admin will come back and tell us we have to regrade
- FA member: we've been talking about this all year – [in computer science, (the AI) code is better than ours!]. Trying to create a new type of assignment, but we cannot track down each of the different versions (like trying to catch a rat in NYC)
 - Grad students told to use it as a tool, and asking for them to be honest
 - We know that most of our students are cheating.
 - It takes us time to find these
 - Rumor that Microsoft is already embedding this in their products
 - University is going to need to invest in embracing rather than kicking it out (like we embraced calculators)

- FA member (teaches acting) – look at scene and write about what it's about – 5/20 have disability – he feels there are many in the group [with disability] (students can speak coherently, but when writing he often doesn't know what they are saying)
 - Feels like it could help some to use this as a tool
- JOANNE: Are there ways that disability services are working with faculty to collaborate, even with students, to use this as a tool?
- Also need to listen to students about how they feel about it (as study tool versus cheating)

Crystal Gasell:

- Hearing: there are a lot of layers
 - Where can TIPS be helpful? Getting groups together?

Katie Linder:

- Raising all the right issues, need to work across campus
 - Wide spectrum of response
 - had great meeting of bringing faculty together and that forum helps inform where we go
- Will download this for Chris Puckett, and see where he is thinking about this
- Will get information from what's happening across system

CLOSING comments (Joanne A): So, here are the things we are thinking about, are worried about. Let's quickly provide more forums to help keep up on what we are doing and how we are responding.

Katie Linder - Update on CETL search:

- In Fall search was ongoing; in November – the search paused given budget issues
- They used that pause to come back to the committee and do a deeper dive into CETL budget
 - Came to this: revise position to be internal search in CU Denver and make it a .5 position
 - Some worried about burn out, but now this person will have a more supportive/collaborative division to support their work in this role
 - Happy to share the draft position description
 - Unclear of timing of start (potentially this summer or into fall)
 - Dennis DeBay is a good person to contact with questions/concerns

(1:35 pm)

EDI Resolution – Joanne Addison, FA Acting Chair

- Draft of resolution: ExComm has seen and approved this draft
 - → EDI Resolution draft distributed
- We are now coming back around to do this process better; since FAR checklists were contested and removed last year, how should EDI activities be reported?
 - Rachel Brown (works in Antonio Farias' office) drafted this resolution; offered to act as admin support to move this process along
 - We took a lot from Boulder; Trying to make sure that it's flexible; intended as guidance
 - If we approve this, there is stipend money for work over summer
- [members given time to look over document]
- JOANNE asks for "Thoughts? Changes you'd like to see? Concerns?"
 - FA Member: no one thinks about Disability as persons who have issues with inclusion

- Is there a way to specify demographics? Because we mention race and culture, but then say we don't want to get into groups
 - Can we change language, so we are not just asking about a specific demographic (so that it's not just a discussion of white versus black/brown people)
 - Could remove any mention of race/culture OR can use Regent's list of protected groups
 - [pulled up Board of Regent list]
 - Question – have we been in touch with Farias team?
 - A. Yes, he is helping with this
 - FA member: issue of inclusion has been an issue in DEI scholarship (people doing work in this area don't like generalized Language)
 - Second paragraph – this language again belies problem; Take it out? and put all categories in?
 - This is where the proposed working group will be working
- JOANNE: Sounds like we are agreeing on the spirit of this, do we agree on that?
 - FA Member: going to colleges to ask about diversity and inclusion, they are never going to consider "other" categories – can see this going nowhere quickly
 - JOANNE: at the end of the day, we cannot make the primary units do anything
 - FA Member: but we are being told to change by-laws to include DEI language (?)
 - primary units set the criteria; there are also issues of annual review versus P&T
- JOANNE: Is this draft salvageable? – Answer: YES
 - Okay, get rid of the language? Or add some list that adds more (BoR list of historically marginalized groups)?
 - Regent's language? -- Several members like this
 - Still other saying like "No list"
- **JOANNE closing comment:** Intention is to move forward, putting a statement out, and then pulling together a working committee this summer
 - We will rework this draft, and put back out for vote
 - You all go back to your sub-committees and get input to Joanne

Committee reports will be written and submitted

FA member requests continued discussion on FCQ – written comments

- Office of Equity having FCQ office mine FCQ comments for list of words – if found, then send report to OE, they send formal letter to notify faculty, goes in faculty file
 - Problem, for faculty, no way to clear your name (OofEquity says they cannot de-id student – which is not true)
 - Question – Is it okay for FCQ office to be mining this data? If okay at all, then under what conditions?
 - Answer: They won't stop, primarily because the Boulder Office of Equity tells them to do this. As a campus, we need to decide, is this okay?
 - Right now, the only thing we can do is have the campus say "no more written comments"
 - Can the campus do this?
 - FA member: this is "legally indefensible"; saying this is anonymous, but it is not
 - **we need to talk with LEGAL**

- JOANNE requests a subgroup be formed and meet to offer some proposals to address this issue (Turan, Karen S, Joanne, Vivian, and Dennis) – names will be sent to Turan to schedule



CU Denver Faculty Assembly -- Meeting Minutes

March 7, 2023

Fully virtual – on Zoom

Attendees: Joanne Addison, Vivian Shyu, Dennis DeBay, Linda Fried, Jeffrey Schrader, Colleen Donnelly, Todd Ely, Eric Baker, Ilkyeum Ra, Maryam Darbeheshi, Fernando Mancilla-David, Cristina Gillanders, Larry Erbert, Eric Jewett, Kelly See, Thomas Beck, Karen Sobel, Traci Sitzmann, Jeremy Németh, Karen Spencer, Geeta Verma, Melissa-Tackett-Gibson, Lonnie Schaible, Timberley Roane, Mia Fischer, Jamie Hodgkins,

12:00 PM Joanne Addison, Acting Chair

Approve minutes (December and February)

- Moved to Approve both at same time; seconded
- Yay's – all (but one); No's – none; Abstentions = 1

FCQ Resolution

- In draft form as attachment pre-meeting
 - Discussed and Joanned asked members to "Share this around, talk to people; and we will come back to this with more feedback"

12:08 PM Dennis DeBay, Secretary

Call for Nominations for FA Chair next term

- Dennis: elections for Chair role as Joanne Addison's term as Acting Chair ends this academic year
- Official call for nominations to be sent to Dennis as FA Secretary/Election official
- Noted that Dennis and Vivian would carry through next year as officers

12:10 PM Turan Kayaoglu, AVC Faculty Affairs

Faculty Affairs Update

- Provided link to his notes in Zoom chat
- 3 updates:
 - **IRC Roadmap:** working on MYC's (all signs good; prioritizing 3+ years, and this brings us to about 80%); standardizing and centralizing salary increase with promotion (presenting to Dean's tomorrow, will share with UCDALI and IRC Leadership)
 - **Strengthening faculty voice on budget and salaries** – with APC on Salary Grievance committee; met with BPC to talk about Salary Oversight Committee (stand alone, not sub of BPC) – will share with UCDALI and shared gove
 - **Shared Gov at Sch/Coll** – drafted and sharing some guidelines for faculty rights and responsibilities (confirm aligns with u policy and ...); gave DOC a name – shoutout to Women's committee for their call to address pandemic impact and give faculty ability to write their own statements (starting this review cycle)

12:20 PM Karen Sobel, Director CFDA

New Faculty Orientation

- Discussed format changes
 - This year: Format changed from 2-day back to 1 shorter day
 - One day on campus f2f; one shorter day online; ongoing workshops and mentor groups throughout year
 - Considering for coming year – revise workshop and expand mentor groups to 3 years
 - First year: get to know your campus, shared gov, services, resources
 - Second : get to know your city
 - Third year: get to know your state
- Request: "How can we best help colleges to mesh with their efforts"
- QUESTIONS/COMMENTS from Assembly members:
 - mentoring teams well-intentioned, but so busy when beginning; not time to take part in that; not enough practical support; given limited resources, what would really be good is money and time
 - avoid acronyms and provide key
 - ensure appropriate streams for TT vs IRC vs LECT
 - plan to follow-up with member to further discuss this issue

12:30 PM Committee Reports

- Note from Joanne regarding summer working group for EDI activity evaluation guidelines.
 - Stipend attached for anyone interested in joining the DEI committee
 - Has also got strong administrative support in place
 - Email Joanne or your committee chair with names of persons interested in participating

Academic Personnel Committee (Lonnie Schaible - Chair)

- Supposed to meet with CCC (rollout, and overview) – he will update next time
- Working on proposal for Salary Grievance pilot (not so much policy, but plan to address salary issues)
- Meet tomorrow to discuss that (as committee, they were considering as policy, but maybe wasn't the right time for this) – hope that they'll be able to come back to committee next time (?)
- P&T – not sure how or who addresses the issue
- JOANNE: Academic freedom – available to all
- Salary issues better at campus level
- TURAN: he appreciates the feedback from APC –
- Is campus policy for salary grievance (at school/college/lib level)- need to work on a campus level
- Salary comm will give a good focus – then broader grievance issues and how to
- QUESTION: IRC rep'd (Eric and Dennis are there)

Budget Priorities Committee (Todd Ely - Chair)

- Busy with Budget folks
- Wrapped up EVCFinance search (Anne Sherman) begin in Aug
- Potential for staff rep on BPC

- Working with Jen St. Peter for Admin spending updates and still working to provide
- Commitment to provide standardized annual report
- JOANNE: been forwarding all reasonable requests to Central Admin

Committed on the Status of Women (Maryam Darbeheshi - Chair)

- Pandemic Impacts statement (optional) – sending out information so everyone understands what they are being granted
- Issue of Parental Leave policy – want to at least improve these offering for CU Denver employees

Disability Committee (Colleen Donelly - Chair)

- This month there is Student poster event
 - àflyer provided in chat
- Clarity on ADA procedures and practices and faculty responsibility

Ethnic Diversity Committee (Thomas Beck - Chair)

- Critical and Emerging Speaker series (with Turan and others)
 - Gun violence issue (meld together with? How involved?)
- 2 members of committee interested in a sub-committee on inclusive scholarship
- Precious Palmer (newly launched wide-serving team)- getting in touch to see how they might work together

Educational Policy and Planning Committee (Wendy Bollyard – Chair - absent)

- Skipped

Learning, Educational Technology, Teaching, and Scholarship Committee (Bud Talbot – Chair - absent)

- Skipped

Lesbian, Gay, Bisexual, Transgender, Queer + Committee (Mia Fisher - Chair)

- Working with Antonio Farias and various affinity groups around cuts and DEI
- LGBTQ+ workshop that they had funding for, and not following up with future coordination of such events as not necessarily the Faculty Assembly's role
- Brings up fact that we don't have a lot of support in place on CU Denver for LGBTQ students and staff

12:50 PM

UCOMM (Marie Williams)

- Brief slide Presentation, Shared some materials (emailed after meeting)
 - Who we are, what we do; Our Story; goal to help us Recruit and Retain students; Set out to learn how UComm had been perceived on campus (some positive, some negative); Who they are now: full-service; not charging others; Why does this matter? Recruit and retain students and top talent; get on the radar; Public information (crisis, info needs to go out to public)
 - Priority Projects: BRAND REFRESH (NOT an exercise they are doing every year); WEBSITE REDESIGN – our front door; CONTENT: diversify the kinds of stories and people being highlighted to show richness
 - Keys to success - Be methodical; Gain (or regain) trust; Seek to provide clarity/coordination; Invest mindfully; Working together – have a request

form and process to help better streamline; They do have some branded merchandise - reach out to Ian Scott (if you want stuff or have ideas)

- QUESTIONS/COMMENTS from Assembly members
 - Issues addressed included: Aligning our email; Philanthropy and fundraising; lack of response to past requests; ODE transition communications; Graduate School communication; communication re: CU Anschutz and CU Denver ongoing joint projects

1:15 PM

Regents Spiegel and James

- Due to scheduling issues with Regent Wanda James, she did not attend
 - All administrators asked to leave
- Regent Ilana Spiegel introduced herself: Regent from 6th Congressional district (Arap county, ...) - elected in 2020, talks about being a Mom and an Educator; CU as states anchor serving state and communities
 - Currently chair of Governance and Audit Committees, rep on CU Foundation committee (also attends others – Finance, University Affairs)- (work is publicly available)
- Discussion of Audit Committee
- Discussion of Governance
- Discussion of Mental Health supports for students and community
- QUESTIONS/COMMENTS and ANSWERS from Assembly members
 - Issues addressed included: FCQ processes: funding from state and share to CU Denver campus; new Board of Regent makeup and perspectives on CU Denver and budget issues currently faced; fundraising efforts focused on downtown campus and fact that many foundations aim to serve our particular student body population; effective communication with Regents

1:50 PM

Constancio Nakuma, Provost

Academic Affairs Update:

- 1) All schools/colleges came through with their share of realignment, FA was helpful with getting everyone on same page by insisting on ways we all work together.
- 2) Able to issue letters of financial aid notification on March 1st (earliest we've been able to do this, and still working to make it even faster – students used to have to wait for May/June to hear about fin aid; now, whatever monies we have for our students are communicated to them earlier as they make their decisions
- 3) March 1, priority deadline for new CAM Dean search ended; now reviewing applicants and meeting this week to finalize semi-finalists; Finalists expected after Spring Break; then 3-4 should be identified to visit campus to interview

- QUESTIONS from Assembly? -- none

2:00 PM

Meeting Adjourned



CU Denver Faculty Assembly -- Meeting Minutes

April 4, 2023

Virtual (Zoom)

Attendees*: Joanne Addison, Vivian Shyu, Dennis DeBay (All officers present.)

(*While 23 additional Faculty Assembly members did attend this meeting, attendance was not recorded in error, due to technical difficulties.)

12:00 PM **Joanne Addison, Acting Chair**

- **Approve minutes** (March) –
- Motion was made to Approve, motion was seconded; Poll posted
 - Results – Yes=29; No=0; Abstain=2
- **FA Service Award** – this year the FA ExComm awarded it to the IRC task force; plaques will be distributed to all members
- **Bookstore issue** – members asked to take a look at announcement, send feedback

12:05 PM **Elections** – two candidates nominated–

- **Procedure**: brief CVs for both candidates were made available to full assembly before meeting; In meeting: each candidate gets 3 minutes, then candidates step out and members hold brief discussion, then a Zoom poll for decision
 - Questions? → none
- Colleen Donnelly spoke first for 3 minutes.
- Stephanie Santorico spoke second for 3 minutes.
- Both candidates went to separate Zoom breakout rooms
- Brief discussion of candidates; about 5 minutes; all discussion confidential
- Motion was made to for vote for next Faculty Assembly Chair; motion was seconded
- **Results**: Zoom poll with both candidates' names was opened for 30 seconds
 - Candidates brought back in
 - Announced that Stephanie Santarico got majority vote and will be the next Faculty Assembly Chair (term: F2023 – S2025)

12:25PM **Turan Kayaoglu (Associate Vice Chancellor for Faculty Affairs) - Faculty Affairs Update**

- **Faculty Awards Ceremony** – Call upon FA leadership to join celebration
- **Faculty Authors Celebration** (with Auraria library) - April 19
- **Policy update** – CAP 1007 Compensation Principles for Promotion and Tenure Promotion Salary – proposed revision which now includes IRC faculty waiting to be reviewed by APC; if policy approved, set to implement by Fall 2023
- **Promotion reviews** – impressive dossiers and process underway
- **QUESTIONS/COMMENTS** from Assembly members:

- Retroactive application of salaries? → Joanne: keep an eye on what happens for past promotions without increase and grievance.
- Decision to discuss this issue in May meeting

12:35 PM Timberley Roane, Associate Professor in Integrative Biology; Faculty Advisory Committee to the Auraria Board – CU Denver representative

- One of 2 CUDenver FACAB reps (Jado Park is other) – work with faculty (2 from each of the 3) to advise Auraria Board; discuss issues relevant across the 3 campuses; She will be at FA meetings; you can contact her (email in the chat)
- **QUESTIONS/COMMENTS** from Assembly members:
 - Bookstore issue discussed
 - Decision to discuss this issue in May meeting

12:40 PM FCQ data use issue - Discussion

- **Draft resolution** was presented last meeting; Faculty Assembly recommendations considered: (1) ban it, (2) have a banner that informs students what is happening, 3) come up a new FCQ-ish process altogether
 - **Faculty Assembly consensus:** do we want to spend more time on this in May?
 - Choices: Drop the topic? Don't drop the topic?
 - General agreement among members to not drop
- **DISCUSSION** from Assembly members
 - Brought several questions to the table that need to be addressed
 - Decision to discuss this issue in May meeting

12:50 Provost Constancio Nakuma - UPDATE

- **Comment on FCQ question:** he discussed process with Office of Equity leaders; general message was that faculty need not be concerned by process; harm is not intended.
 - Joanne A. noted that faculty that have been involved DO have concerns with the process.
- **Congrats to new leadership** – also acknowledge and appreciates efforts of FA leadership and members in current budget processes.
- **CAM Dean Search** – 4 finalist coming to campus this week; asked for FA member participation, specifically to ask about thoughts on shared governance
- **QUESTIONS/COMMENTS** from Assembly members:
 - What are Provost's priorities for new CAM Dean?
 - **Answer:** someone that understands what ARTS should represent for an institution like ours, but also importance in community, and sharing; visibility and importance

1:00 PM Chancellor Michelle Marks - UPDATE

- Thanks and acknowledgement of FA and BPC leaders participation and contribution to budget processes.
 - Stressed importance of faculty voices in meetings and decision-making processes.
 - Feels process has strengthened FA, and staff and student shared governance.
- **General UPDATE**

- Where we were when she started, where we are now; much changed
- Progress on Strategic Plan goals outlined
- **Budget realignment process update**
 - Phase 1 update
 - Phase 2 details are coming soon
 - More time for our process this next phase
 - Some from phase 1 that we didn't have time for then
- **State of CO - Slide Presentation**
 - Provided larger context for our campus trends; in general, our challenges are part of a larger trend of enrollment declines and retention issues
- **QUESTIONS/COMMENTS** from Assembly members:
 - Slides available?
 - Yes, slides shared with FA chair; slide presentation emailed to all)
 - Disabilities in terms of DEI?
 - Action committee/operational taskforce in place; should hear more by Fall
 - Balance goals for growth with research, and research with students?
 - Strategic groups lead and staffed by faculty convened to address issues; recognize need to think inclusively across all these areas
 - From Chat - long question regarding administrative spending
 - Directed to watch the recording of Jennifer St. Peters' information session where this is addressed; a different analysis with different results presented there
 - Grievance and appeals and policies?
 - We need to address this at campus and system
 - MYC's implementation adds some complexity and other issues, highlights we need to move to do these well
 - New manager (staff) position posted requiring only BA and 5-7 years of experience will make more than a faculty with a PHD and decades of experience. What message of value does this convey?
 - IRC faculty critical and need to make sure CU Denver is a home to these faculty over the next 5-10-15 years – MYC's
 - We need to continue to make this a desired place of employment
- Joanne A (Chair) calls for anything else to be addressed here, let us know and we'll add for May meeting

1:40 PM

Committee Reports

LGBTQ+

- Issue of Antiracist Advocacy and Action (AAA) letter endorsement
 - All members should have a copy of this letter in mail
- Mia F (Chair of Committee) presented background, and reported that committee voted to endorse
- Discussion was held
 - 2 members of AAA were present to address questions
 - Letter sent to admin and group is meeting with Chancellor, Provost and Jennifer Sobanet
- CSW has also voted to endorse

- **QUESTIONS/COMMENTS** from Assembly members:
 - Use term “white supremacy” too strong?
 - Explanation of where term comes from and why used
 - FA should only endorse things that it is 100% behind, and some data and statements are not sound
 - AAA member does not agree that data and statement not sound
 - Can extreme positions weaken the overall cause?
 - Who is AAA? How many members?
 - 4 students, about 30 people on rolls, and 10-15 actively coming to meetings
- Motion was made to table discussion of the AAA letter endorsement; motion was seconded
 - Results: Yes=22, No=3, Abstain=0
 - Decision to discuss this issue in May meeting

APC

- Looking at MYC; proposal for salary grievance (present to FA next meeting); how they address the pool of grievances; mechanisms to address grievance/appeal

BPC

- Continue to work with budget staff on communicating data; dealing with Salary Grievance, looking at Salary Oversight comm; voted to send to FA ExComm; discussion of state budget decisions relevant to campuses

CSW

- N/A

DisC

- No ADA compliance statement on HR page; if they don't add something, FA will add something to the DisC comm page; need to fix links to committee's page

EDC

- Defer (for time)

EPPC

- waiting for potential student policy around AI and CHatGPT

LETTS

- N/A

2:00 PM

Meeting Adjourned



CU Denver Faculty Assembly -- Meeting Minutes

May 2, 2023

Virtual (Zoom)

Attendees*: Joanne Addison, Vivian Shyu, Mia Fischer, Wendy Bolyard, Jeffrey Schrader, Todd Ely, Colleen Donnelly, Larry Erbert, Thorsten Spehn, Lonnie Schaible, Philip Joseph, Greg Ragland, Cristina Gillanders, Bud Talbot, David Bondelevitch, Melissa Tackett-Gibson, Maryam Darbeheshti, Eric Baker, Geeta Verma, Linda Fried, Tammy Stone, Kelly See, Karen Sobel, Diana F. Tomback, Ilkyeun Ra

Chair's report: Joanne Addison, Acting Chair

- **Approve minutes** (April) –
- Motion was made to Approve, motion was seconded; Poll posted
 - Results – Yes=26; No=0; Abstain=0

Provost Constancio Nakuma Report

- (SVC Snowden) Enrollment Update: while enrollment is down, may factors were cited that may contribute to these numbers, namely changes in categorizing applications (e.g. "intent to enroll" versus "enrolled"; common application change, #of applications down while "yield" going up)
 - Awaiting New Student Orientations
 - They have budgeted for a 2% decrease in enrollment
- College of Arts and Media Dean search ongoing
- Shared background on new Executive Vice Chancellor Ann Sherman

Introduction, Ann Sherman – (New Executive Vice Chancellor for Finance and Administration)

- From CSU Chico (just left there Friday before) – served as VP Business and Finance
- History in Human Resources at San Francisco State University and Northern Michigan University
- Holds PhD in Industrial/Organizational Psychology from Wayne State University

Committee Reports:

APC (Academic Personnel Committee) – Lonnie Schaible:

- Lonnie on sabbatical next semester; Kat Vahlos and Jamie Hodgkins will co-chair
- Committee reviewed and provided feedback on CAP 1007 (Compensation Principles)
- Discussion of proposed Salary Oversight Committee

BPC (Budget and Planning Committee) – Todd Ely:

- End-of-year draft report prepared for Chancellor
- Discussed tuition rates for different campuses.
- CU Denver received a larger share of state support.
- Discussed how to communicate spending data from administration to faculty and staff.

CSW (Committee on Status of Women) – Maryam Darbaheshti:

- Pandemic statement had been approved and sent to Turan but not effectively disseminated.
- Many faculty reported not receiving information about the pandemic statement.
- Questioned why information was not reaching faculty members who went up for promotion or appointment.
- Turan plans to send communication directly to rostered faculty.

DisC (Disabilities Committee) – Colleen Donnelly:

- Updating the Faculty Association website on disability.
- Formed an accessibility serving task force with a 3-year plan to be presented to administration.
- Emphasized that ADA compliance is not equal to accessibility.

EDC (Equity and Diversity Committee) – Thomas Beck:

- Met with Precious Palmer from Black Student Services
- Discussed critical emerging speakers for a speaker series.
- They had approved the AAA critique
- Considered issues related to the Tivoli station bookstore.
- (K Sobel) September 30th, Barnes and Nobles will be pulling out
- Mentioned the extensive collection of OER at Auraria Library.

EPPC (Educational Policy and Planning Committee) – Wendy Bolyard:

- Working on Academic Integrity Policy regarding ChatGPT and AI
- Reviewed and provided feedback on CAP 1014 (Intellectual Property that is Educational Materials)

LETTS (Learning, Educational Technology, Technology and Scholarship Committee) – Bud Talbot:

- Resubmitted course modalities advice to Katie Linder
- ChatGPT/AI discussion
- Badging and Microcredential program discussion with Jeremy Lingle; scheduled to meet with Katie Linder to discuss further

LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer + Committee)- Mia Fischer:

- Ed Canon will be the new chair in the fall.
- Discussed crafting a letter to Antonio F with specific requests for LGBTQ+ inclusion in DEI efforts.
- Met with Teri Engleke from HR to make forms more sensitive to LGBTQ+ issues.

OLD BUSINESS:

Change meeting time from 12:30-2:30

- For Full Assembly meetings (first Tuesdays)
 - Discussed; motion made to change time; seconded; to poll
 - Yay = 15; Nay = 5; Abstain = 4; approved
- For Executive Committee meetings (last Tuesdays)
 - Yay = 11; Nay = 3; Abstain = 9; approved

Nominations for FC Committees

- Nominee for EPUS, Elizabeth Pugliano – approved
- Still need nominee for representative to the Communications Committee

APC Discussion of proposed revision of CAP 1007 – Compensation Principles for Promotion and Tenure

- New draft of policy includes minimum salary increases with promotion for IRC faculty
- These questions have been put forth to AVCFA Turan Kayaoglu
 - What exactly is being sought? Feedback? – Challenge is that they are not sure of the financial aspects
 - Like to have FA approval, what are options short of approval?
 - Track changes version requested
- Motion to vote to support changes to CAP 1007 conceptually; seconded; to poll
 - Yay = 17; Nay = 0; Abstain = 4; approved
 - However, FA members were clear they wanted to discuss this further regarding retroactive implementation plan and specific dollar amounts

APC Approval of Salary Grievance Committee

- Acknowledged the need to address issues related to salary grievances and appeals.
- Mentioned the lack of a committee to handle salary grievances.
- Noted that not having this committee is out of Regent Law compliance; want to maintain access to FSGC

BPC Approval of Salary Oversight Committee

- Questioned the need for two salary committees.
- This one to focus on bigger picture, policy related questions
- Mentioned the requirement in Regent policy for this committee.
- Proposed inclusion of the Admin Pay Transparency in the committee's responsibilities adds to burden
- Motion was made to approve Salary Oversight Committee memo; seconded; to poll
 - Yay = 22, Nay = 0, Abstain = 1; approved

Proposed By-Laws Change – Election of Officers

- Proposed change to by-laws language (distributed in meeting materials) discussed
 - Intention is to ensure representation across faculty title series among the 3 elected FA officers
- No consensus was reached for how exactly to achieve this
- Motion was made to table the By-Laws change; seconded; to poll
 - Yay = 6, Nay = 4, Abstain = 6; not passed
 - Given that we'd need a majority of those voting for a amendment/change to be approved, and we didn't get that, this was still tables for Fall semester

Proposed Revision to CAP 1019 – Instruction, Research, and Clinical Faculty Appointments

- Acknowledged the lack of follow-through and clarity on appeals and grievances.

Standards of Shared Governance

- Emphasized the importance of shared governance at school/college/library level
- Discussed how having committees at the school/college level could improve communication.

Remaining Topics tabled due to lack of time:

- FCQ issues
- AAA Letter
- Multiyear Contracts for IRC

Meeting Adjourned