Minutes

<u>In Attendance:</u> *Pam Laird, Beth Pugliano, Cheryl Ansaldi, Vivian Shyu, Dennis DeBay, Jeff Golub, Laurel Hyslop, Colin Jenney, Thomas Dunn, Salah McKloskey, Jenny Steffel Johnson, Paula Schmidtlein, Jennifer Camacho Taylor, Jim Lo Presti, Dina Bodaubay, Turan Kayaoglu*

Faculty Affairs Updates (AVC Kayaoglu)

- Call for application for Interim Associate Vice Chancellor of Academic Planning; interim will be filled only by CU employees, asking for terminal degree, but does not specify faculty or tenure. Experience in accrediting issues to apply. Job has been posted, IRC are strongly encouraged to look into applying to fill this role in this role in administration (https://cu.taleo.net/careersection/2/jobdetail.ftl?job=38407&lang=en)

- Formal CCC Compensation implementation updates have come out this week: https://news.ucdenver.edu/continuing-implementation-of-the-ccc-recommendations/

- Provost is interested in implementing CCC recommendations, a committee of Faculty was put together; provost decided timeline is not going to be enough, will expand the group to include more faculty, more representatives from each school and college, and a more detailed charge for implementation The importance of the work and potential long-term impacts of decisions made by the committee require care. At the same time, there are concerns about putting off needed adjustments to faculty compensation, especially for the lowest paid faculty.

- Office of Faculty Affairs is receiving updated instructor promotional criteria from several units, faculty in primary units are working on this; endeavoring for solid criteria as opposed to tendencies to base these off of tenure-track type paradigms.

- IRC progress assessment committee (IRC-PAC), Lori Elliott stepped down, recruited Andrea Laser to join the committee from SEHD; Jeff Golub stepped in as co-chair; working to bring issues that matter to IRC experience, and make progress on issues with which we haven't yet had success.

- Summary report on Teaching Load was shared; we have many more instructors and on average, they're teaching more. This may be caused by the impact of the retirement initiatives, on average (may have led units to hire more instructors and have them teach more courses); this report came out last week, under review now, also looking at school and college level data for trends; encourage to look at instructor populations, workload, and how we can make sense of this as an institution
    - IRC-PAC should look into this further and report back

School/College/Library Updates (Bridge Network Liaisons)

- **CLAS** - Instructor criteria coming through; currently under review in CLAS Faculty Council to approve an addition to the IRC-promotional criteria document (representing Teaching Professor and Instructional series), there was an approval of TPT last year that included 5-years to promotion (to align with TT timelines) and to aligned with 5 -year contracts. A new version has come up for vote, but this version has not had any IRC input as of yet. Ad-hoc committee to be proposed at next Faculty Council meeting to address this.
  - UCDALI – how can we support CLAS faculty, to move the needle on more representation but without holding up promotional processes?
  - *Discussion*

- *Other s/c/l updates moved to Spring meeting*

IRC Faculty Survey

- *General discussion*: what should we highlight, what is actionable? UCDALI is being asked for input. General action items are: Professional Development, Job Security, Decision Making, and Burnout

- Quantitative data analysis update
  - Quantitative data has shown major concerns with burnout and job security, and a correlation has been revealed between burnout and years served

- Qualitative response highlights
  - Comparative survey responses from assistant teaching professors and lecturers revealed confirmations of quantitative results, highlighting the for action items above; thematic and paradigmatic responses were collected

- Report planning: Outline and formats
  - Aim to externally validate results with IRC taskforce reports, Climate Survey, and report on Shared Governance
  - We are considering as a group a more sizable report to hand over to administration, we need suggestions of organization, doing it on a thematic base; ideas about how to use our executive summary upfront as a template to utilize;

- Timeline, recipients and delivery
  - Brainstorming action items over winter break, aiming to get this together by early Spring; completion aiming for April 2026

IRC Best Practices Updates

- Progress is being made, draft soon to share with the larger group, put in comments so people can respond; Cheryl can send out

- Campus level awards are generally in the early Spring, so this may not be ready by then, but we want to emphasize that we're working on this even if it doesn't roll out in Spring.

UCDALI Updates and Spring Planning

- Finals week community focused event: offering coffee and snacks for IRC faculty on 3rd floor of Learning Commons, hoping everyone can come!

- Proposed Deans and Director lunch hosted by UCDALI approaching in February; finalizing dates but no perfect time for everyone, please share availability with Cheryl as soon as possible.

- Request from Faculty Assembly LGBTQ+ subcommittee re: workshop, can run in all modalities (hybrid, zoom, or in person); looking for help getting this information in front of faculty to build awareness and build culture. How might UCDALI become involved in this?
    o Bridge Liaisons have money available, UCDALI can make a workshop available for us; unit level events, possibly.
    o Maybe we could do a couple of these, 30 minute sessions throughout? Do we invite different campus partners? DRS maybe can also contribute? TRiO could also be a great addition.
    o UCDALI might be able to pull together several general issues of belonging, welcome, support for IRC faculty. This one thing specifically could be targeted for the Fall so we can plan more.

- CAP 1028 - Policy is outdated, updated in 2018, scheduled for review past July, but hasn't happened yet. Do we want to push for revision now, or wait until it naturally comes up for review? The review of Lecturers is most pressing, it is not clear whether and how its being enforced.
    o *Discussion on strategy*

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