

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 model 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.

