



## CU Denver Faculty Assembly -- Meeting Minutes

October 3, 2023

In-Person and Zoom

**Attendees:** Sasha Breger Bush, Vivian Shyu, Linda Fried, EJ Yoder, Colleen Donnelly, Joanne Addison, Jim Lopresti, Florian Pfender, Anthony Villano, Bailey Wallace, Bud Talbot, Joan Bihun, Karen Sobel, Christina Gillanders, David Liban, Philip Joseph, Shuyang Peng, Manish Shirgaokar, Marta Maron, Maryam Darbeheshti, Tom Beck, Sarah Fields, Wendy Bolyard, Eric Baker, Eric Jewett, Ester de Jong, Howard Cook, Fernando Mancilla-David, Jeffrey Schrader, Rachel Stein, Ilkyeun Ra, Rashmi Gangamma, Dan Maxey, AVC Turan Kayaoglu, Provost Constancio Nakuma  
Guests: Tammy Hassan and Ingrid Summers

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### Chair's Update: Sasha Breger Bush, Chair

- Meeting Brought to Order
- Revised Faculty Assembly bylaws have been updated on the FA Website. Only change is to Article IV, Section A. (This change was approved by FA in Spring 2023)
- Badging Initiative: Auraria Campus is enhancing building security. Most buildings will require campus ID badge access.
- FCQ Issue: Sasha Breger met with UCCS to better understand how UCCS implements their FCQ process. UCCS uses a centralized system called Watermark Faculty Success to run their reporting. Watermark uses a suite that offers other data collection tools, which makes this an affordable and easy system to use for UCCS. Switching FCQs from "paper" collection to digital decreased costs by 30-40K/year.
- Pharma Update: Denial of birth control has been noted as an issue during the CVS pharma switch. There is a Personnel and Benefits Committee (Jeffrey Schrader is a member) that is currently meeting to address this issue along with others that have been identified during this new pharma roll out.

### Provost Constancio Nakuma Report

- Congratulated new leadership and acknowledges and appreciates efforts of the Faculty Assembly.
- CAM Dean Search: Committee has been working through the summer and will have final interview candidates selected by October 6<sup>th</sup>. Dean Teske is the Chair of the CAM Search Committee and has November 9, 10, 16, and 17 slotted as interview dates for potential candidates. Details of candidates will be shared in the future.
- Invited FA to attend Future Fest later in the day for the annual welcome back festivities for faculty, staff, students. This is an opportunity to hear and learn more about the progress of CU Denver's 2030 Strategic Plan.
- CU Denver has announced Carlos Hipolito-Delgado as the interim Executive Director for the Latino Research and Policy Center. The search for a permanent Executive Director is under way.

### Staff Council letter to Chancellor Marks; Guests: Staff Council Co-Chairs Tammy Hassan and Ingrid Summers

- In the past the Staff Council has served Denver and Anschutz campuses. This is the first year that our Staff Council only serves the Denver campus.

- Staff Council sent Chancellor Marks a letter in August regarding the budget cuts that were implemented last year, specifically addressing concern regarding the impact of positions that were eliminated. The issue is not only that positions were eliminated, but more importantly how this impacted the remaining personnel who must make up the work. Staff Council's main point of the letter is for Admin to consider offering additional pay for the remaining people who are now required to do additional work. There is also an issue in some instances where there is a lack of knowledge transfer, i.e., remaining personnel do not know how to do the work of previous employees, which is impacting students' experiences.
- Faculty Assembly requested more context regarding the percent of positions that were cut and in which Schools/Colleges/Departments. Staff Council stated that at this time they have only anecdotal examples. They stated that it was difficult to determine exact positions that had been eliminated, because there were simultaneous reorganizations that occurred to counter the position cuts. Staff Council will request more concrete data from HR and relay that information to FA.
- Sasha B. stated that her own research shows that in the past five years the number of students served per staff member on campus rose by 3.2 head count (or 17% increase in the student-to-staff ratio from 2019 to present).
- Sasha B. raised concern over the Financial Aid Office on staffing issues. This topic has been brought to light several times over the last year. The issue is that the office is having a challenging time hiring and retaining personnel.
- FA also asked what the process was for cutting positions, specifically where do the approvals take place. Staff Council indicated that in most instances they were only aware of decisions being made at the top. For instance, in CLAS, the Dean is the final decision authority. Personnel within various programs in CLAS were unaware of positions being eliminated within their own program.
- Sasha B. shared with FA that the Chancellor has acknowledged the letter but has made no promises on next steps to address their concerns.
- Sasha B. stated that the Staff Council letter and overall concerns raised by the Staff Council will be discussed among the Assembly. She will then provide an update to Staff Council on what the Assembly decides is a proper method of support (or lack of support) as soon as possible.

#### **Nominations:**

- Dr. Rashmi Gangamma has been put forward by the LGBTQ+ Committee to represent the Denver campus on FC's LGBTQ+ Committee. Sasha B. will hold this vote for nomination over email with the Executive Committee.
- FA Rep on Salary Oversight Committee: Sasha B. stated this discussion will be postponed due to BPC's ongoing work related to this topic.

#### **Executive Session**

#### **Meeting Adjourned**