



CU Denver Faculty Assembly -- Meeting Minutes

November 7, 2023

Zoom

Attendees: Sasha Breger Bush, Vivian Shyu, Dennis DeBay, EJ Yoder, Colleen Donnelly, Joanne Addison, Jim Lopresti, Florian Pfender, Anthony Villano, Bailey Wallace, Bud Talbot, Joan Bihun, Karen Sobel, Cristina Gillanders, David Liban, Philip Joseph, Shuyang Peng, Manish Shirgaokar, Marta Maron, Mariana, Kelly See, Prestigiacomo, Maryam Darbeheshti, Tom Beck, Sarah Fields, Wendy Bolyard, Eric Baker, Thorsten Spehn, Eric Jewett, Ester de Jong, Howard Cook, Fernando Mancilla-David, Jeffrey Schrader, Rachel Stein, Ilkyeun Ra, Rashmi Gangamma, Traci Sitzmann, AVC Turan Kayaoglu

Chair's Update: Sasha Breger Bush, Chair

- Approve minutes (September 5, 2023 & October 3, 2023)
- Motion was made to Approve, motion was seconded; Poll posted
 - Results for September 5 Minutes: approved by a majority
 - Results for October 3 Minutes: approved by a majority
- Academic Innovation Advisory Council (let Sasha B. know if you are interested in serving)
 - Katie L. very generous in working with FA. She heard our concerns regarding committee proliferation and is willing to meet quarterly instead of monthly. The intent is three meetings per year and conversations over teams and other virtual platforms. LETTS has nominated a member to this group, but there is room for more FA reps. Sasha B. is serving as a temporary member until FA nominates another individual.
- Early Retirement Rollout (more info available [here](#))
 - Please review CU Denver's Campuswide Voluntary Retirement Incentive Program Page. They have covered many questions on their website, however, if you have a question that has not been addressed in the FAQ section, please let Sasha B. know.
 - Early retirement is strongly encouraged, and you are urged to apply before the November 30th deadline. There will be two waves of applicants. The first will be considered by the end of December. There is more uncertainty regarding the second wave due to remaining funds that may or may not be available after the first wave of applicants is approved. This program is on a first-come, first-served basis.
 - Jeff S. stated that although Professor X meets the eligibility criteria for incentives to retire from Denver on July 1, 2024, the eligibility for CU's retirement benefits might not be at 100%. The retirement benefits would be prorated for those who are not eligible for full retirement benefits from CU. Professor X should consider this outcome if choosing to continue with CU retirement benefits when leaving employment at the Denver campus.
 - CU will not automatically provide this type of benefits information to Professor X and early-retirement candidates in advance of retirement. Professor X and other faculty members need to reach out to the system-level CU Benefits office in order to have an individual assessment of the level of retirement benefits available for one departing the Denver campus on July 1, 2024. The address is benefits@cu.edu.
 - There are faculty who are concerned that a hiring freeze may go into effect after the early retirement program is complete which would impact remaining CU Denver employees.

- Salary Oversight Committee
 - The Budget Priorities Committee (BPC) has recommended that this committee be put on hold until a comprehensive collaboration report has been provided. However, the Salary Grievance Committee is pushing ahead with their agenda.
- SCCC Director Search
 - There is an ongoing search for new SCCC Director. Sasha B. received an email from SVC Monique Snowden requesting FA representation on the search committee. Monique is seeking shared governance on this committee. Currently, Colleen D. is serving on this committee, however, she has not received any emails or information regarding status of committee.
- Faculty Council/Faculty Senate Update:
 - Mike Lightner, VP for Academic Affairs. New Dept. of Ed. Rule on 'financial value transparency' (See this [link](#) to notice in Federal Register).
 - President Saliman reported he is mindful of concerns regarding compensation, cost of living increases, etc. He understands faculty concerns, however, he is limited by the current budget situation. He is actively campaigning statewide for increases in university funds from the Colorado legislature for support to higher education, fossil fuel divestment, and university employee compensation.
 - Department of Education introduced a new rule regarding Financial Value Transparency and Gainful Employment to address ongoing concerns about educational programs designed to prepare students for gainful employment in a recognized occupation, but that instead leave them with unaffordable amount of student loan debt in relation to their earnings. Dept of Ed seeks to enhance transparency by providing information about financial costs and benefits to students that are eligible to participate in Title IV. These regulations are effective July 1, 2024. Dept of Ed will require students to sign a type of release stating they understand potential downsides of enrolling in a program that has low ROI. Students will then not be eligible for Title IV funding programs, which CU Denver is highly dependent upon. CU System is not able to speculate impact or implications on its campuses at this time.
 - Relationship between this new rule and the Program Viability Committee is unknown.
 - Jeff S. provided this address for additional information which was brought forward in the Faculty Senate meeting.
[https://go.boarddocs.com/co/cu/Board.nsf/files/CWPMJ95A22C7/\\$file/Gainful_Employment_101723.pdf](https://go.boarddocs.com/co/cu/Board.nsf/files/CWPMJ95A22C7/$file/Gainful_Employment_101723.pdf)
 - President Salisman requested better faculty participation in the Boulder and Colorado Springs Chancellor searches.

Provost Update:

- AVC Turan Kayaoglu provided Provost updates.
 - AVC Turan K. thanked everyone on behalf of the Provost for all the hard work faculty is doing.
 - IRC Faculty Retroactive Compensation Pay: adjustments due to revised policy CAP 1007, impacting over 100 IRC Faculty. Admin is working comprehensive announcement.
 - AVC Turan K. working with FA's Academic Personnel Committee (APC) on Comprehensive Review of Dean policy as well as IRC faculty MYC (CAP 1027) and IRC faculty appeal rights (CAP 1019) as well as work to comply with APS 5060.
 - CFDA has two new funding mechanisms which allow all faculty access to eligible funding. One dedicated to IRC faculty and the other tenured faculty.
<https://www.ucdenver.edu/centers/cfda/grants>
 - IRC Roadmap Year One Update and Year Two Priorities will be coming soon.
 - DEI Symposium last week was very well attended and received (over 200 people, faculty/staff/students/community members).

- Voluntary Retirement Program: 30 applications have been received to date. Half are from tenured faculty, a quarter are from staff, and a quarter are from IRC Faculty. There will be two info sessions coming up (November 14th and 16th).
- Faculty Awards announcement coming soon. There are two additional faculty awards being offered this year: Early Career Award for Excellence in Research and Early Career Award for Excellence in Creative Work.
- AVC De Leon is holding a meeting on November 14th regarding the state of research at CU Denver.
- CAM Dean Search: Two candidates are visiting this week and two more next week. Please go to the following website to learn more about each candidate: <https://ucdenver.edu/chancellor/senior-leadership/leadership-searches/dean-for-the-college-of-arts-media>

UCDALI Inclusive Language Document (Request for FA Endorsement)

- As part of the IRC taskforce, UCDALI has drafted an Inclusive Language Document in an effort to work toward more equity across faculty. In that vein UCDALI is trying to encourage all members who teach students (i.e., anyone who is listed as “instructor of record”) or are conducting research to be included as “faculty.”
 - FA shared concerns that if graduate students who teach are now being considered part of faculty this could be misrepresentative in their future job prospects or CVs.
 - AVC Turan K. shared that APC 5060 doesn’t apply to graduate students who are teaching, but the policy does ensure all faculty are treated the same regardless of faculty ranks.
 - Several FA members expressed concern that although they want to promote a culture of inclusivity, they have concerns about how this plays out in reality vs. rhetoric. Specifically, this relates to pay and job protection and not just titles.
 - Faculty Council is pursuing expanding the faculty membership of the Faculty Senate at the system level. This expansion should include all faculty, no matter rank or title.
 - Motion was made to endorse UCDALI’s Inclusive Language document with caveat; motion was seconded; poll was posted: Passed: 63%

Draft Letter to Chancellor Marks regarding Staff Council Concerns

- In October, Staff Council presented their concerns to FA and requested FA support their letter to the Chancellor regarding how the University’s budget realignment is impacting staff on campus.
- Sasha B. previewed the FA draft letter of support for members to review and comment on.
 - Several members said the letter was great, but believe it should be addressed to the Chancellor, Provost, and EVC for Finance and Administration.
 - Faculty have similar concerns about the impact these budget cuts are having on Student Services Offices and will request the administration provide meaningful data to FA and Staff Council which will help shared governance understand the staffing gaps and issues on campus.
 - Motion was put forward to endorse FA’s letter of support; motion was seconded; poll was posted: Passed: 68%

CVS Pharmacy update (Jeffrey S.)

- Jeff S. provided the following link to minutes from October’s Personnel and Benefits Committee (PBC) meeting: <https://drive.google.com/file/d/1RfblNJKy0bxihrlMm6QqdfJrtj3VZfLT/view?usp=sharing>
- The change in pharmacy benefits has not impacted the Kaiser Medicare Plan.
- Jeff S. strongly urged faculty to share their concerns and stories directly with him and the benefits team: benefits@cu.edu. Although the benefits department is responsible for addressing and troubleshooting employee concerns, he would like to be made aware of any issues so faculty can also track and monitor progress and implications of this transition.

Executive Session

