UCDALI Executive Committee Meeting
02/03/2023
*Minutes*

**In Attendance:** *Lucy Dwight, Ernest Boffy-Ramirez, Beth Pugliano, Thorsten Spehn, Jason Machado, Jenny Steffel Johnson, Joan Bihun, Jim LoPresti, Pam Laird, Vivian Shyu, Maryam Darbaheshti, Jeffrey Golub*

CHECK INS

- Greetings and announcements; thanks work over for Fall and Break
- Lee's Departure:
    - Maryam - Covering email
    - Eric – Newsletter
    - Beth, Jeff – Website
- Ernest resigning – will coordinate to arrange new ICB Liaison.

PRORATING COURSE PAY (UNDER ENROLLMENT, OVERAGES)
- Discussion on under-enrollment compensation
- AVCFA is looking into this
    - If courses under-enrolled, offered lower pay for fewer students; no updates on 'more pay for more students'
    - Lecturers are hardest hit by this, but the language does not identify which group raised the initial red flag
    - Some have been compensated for over enrolled class (SCHD, SPA)
        - SCHD considering PhD students teach these (and pay them less)
        - CTT faculty are contracted, could pay even be adjusted for enrollment? Unclear.
        - ICB is constantly increasing caps to 'avoid' such adjustments
        - CLAS pilot program to split online courses in sections when hit cap threshold – this would hurt lecturers, and most other faculty would 'opt out'

IRC INCLUSIVE LANGUAGE
- AVCFA wants us to work up the inclusive ranks and titles language we want to use for our comms across the university (part of the road map recommendations)
- Ideas:
    - Language of "part time" and "full time" should be expunged; roster and non-rostered are fine
    - Avoid language that creates further fissures within IRC (i.e. avoid creating the TT/IRC gap among CTT/Instructors/Lecturers)
    - Draft at some point, open edits

APS FACULTY TITLES
- APS 5060 system level policy for faculty titles, used to be in reagent law, they took it out and moved it to reagent policy, now more flexible;
- It is impossible to find a set that works across campuses, but IRC input has carried a lot of weight (i.e. instructors should have the same value, literally, as a Assistant CTT or TT) (Michael Lightner acknowledges this).
    - UCC issue: no requirements for the terminal degree in their instructor line; if you're not doing research, then why do you need a PhD; the document does not say you need the terminal degree, and that is on purpose.
- Boulder plans to move *everyone* to TP line. We should distinguish (and be able to choose) between those with and without research in TP line.
    - It's in EPUS now. (meeting on Feb 10th)
- "Senior Instructor" line was looked at as a 'promotion'.
    - We don't want to make this required though: some in SPA and Business want to remain lecturers

IRC VIRTUAL FORUM FOLLOW-UP
- Review of In-Person Forum:

- o IRC encouraged to bring concerns to UCDALI, leadership has asked we look into budget website and submit comments
- o Meeting with reagent in March, focusing on initial 3% cuts in academics
- o AVCFA acknowledged faculty actually have expertise in consultation for cuts
- o Faculty assembly beginning to dig through budget spreadsheets from Jenn St. Peters, BPC (budget priority committee) is looking at it, but the info seems different from what has been presented.

- Implementation of IRC roadmap follow-up

  - o what is the state of MYC (multi-year contracts) and how will implementation be addressed; promotional pay raise amounts; what is relationship of roadmap to budget realignment; what are the tangible changes of improvement that we can point to?
  - o MYC has been **<u>officially approved</u>** by AVCFA, 10% of IRC target implementation, 50% by June 1 (rapid implementation plan to get caught up); everyone by FA23
    - State is voting for 5 year contracts.
  - o Lecture's award up on the website ($1500)
    - removed language for things lecturers weren't able to do
  - o Standard minimum raise from Asst to Acc and Acc to Full?
    - unknown, but seems to be taken seriously
    - If anyone has gotten $500 or less, make it known!

- Working with CFDA and UCDALI to increase amounts of prof development

- $500 for classes cancelled after 2 weeks.

- Faculty who move from IRC to admin, their position will be held (this was not formerly in place)
  - o AVCFA working on this
    - APS 1027, CU Denver CAP 1007 on MYC salary increase

- UCW Union Feb 09 Noon at the Tivoli (wear red!)
  - o On Colorado Bill SB23-111

- Open Dialogue:
  - o "Most protected I've felt since starting in 2011" integration apart from titles
  - o SCHD inspired energy by UCDALI, internally having conversations
- IRC has less influence in finance as they do in pedagogy;
  - o SCHD faculty wants to allow CTT to decide how research and service percentages shake out

# UCDALI
## Executive Committee Meeting
## 2.3.2023

**Location:** Rush Conference Room / Zoom: https://ucdenver.zoom.us/j/99401308033
**Meeting Time:** 10 AM-11 AM

## Agenda

**10:00-10:15**   Welcome, Thanks, Announcements

**10:15-10:30**   Prorating course pay (under enrollment, overages)

- Impacts on/concerns for IRC faculty (generally; different titles)
- How faculty and/or shared governance should be engaged in 1) conversation and 2) policy

**10:30-10:40**   IRC Inclusive Language (Jim)

- Request from IRC Roadmap advisory group to create guidelines for inclusive language on campus

**10:40-10:55**   APS 5060 re: Faculty Titles (Vivian)

- Additional feedback on policy revision
- Next EPUS meeting: 2/10/2023

**10:55-11:00**   Break to regroup for virtual forum follow up

## Next Meeting/Issues on Deck

- Budget realignment process and IRC faculty impacts
- UCDALI/Faculty Assembly alignment and collaboration
- UCDALI email list principles/policies (and other communication issues)
- Spring events
- UCDALI meetings with Provost, Chancellor, Philip de Leon (?)
- Meeting(s) with Deans/school and college leadership

- Bylaws review

# UCDALI
# IRC Faculty Forum Follow-Up Session
# 2.3.2023

**Location:** https://ucdenver.zoom.us/j/96905250124
**Meeting Time:** 11 AM-12:30 PM

## Schedule

**11:00-11:10**     Welcome (Beth)

**11:10-11:25**     Faculty Forum Recap (Beth, with other attendees who want to add)

- Budget questions
- IRC Roadmap questions
- Other

**11:25-11:45**     Follow-Up Questions for UCDALI or Campus Leadership (attendees)

**11:45-11:55**     Update from IRC Roadmap Advisory Group (Vivian, Jim and/or Eric, if available)

**11:55-12:20**     Discussion: IRC faculty questions, concerns, interests, information from across campus (attendees)

**12:20-12:30**     Looking ahead

**In Attendance:** *Dennis DeBay, Jeff Golub, Jenny Steffel Johnson, Beth Pugliano, Pam Laird, Jason Machado, Vivian Shyu, Andrea Laser, Thorsten Spehn, Paula Schmidtlein Lucy Dwight, Joan Bihun, Bethann Bierer, Kodi Saylor*

## CHECK INS

- Eric Baker featured in CU News!
  https://news.ucdenver.edu/from-bolts-to-books-librarian-eric-baker-has-made-a-career-solving-problems/
- Brian Lisle (Senior Instructor, Philosophy) won CU Award for Excellence in Teaching by IRC Faculty
- Job posting for 0.5 FTE admin support for Faculty Assembly and UCDALI drafted and under review
  -

## PROVOST MEETING DEBRIEF (02/28)

- Budget realignment updates
  o Nov/dec till now, we have slowed down: 7% to 4% for admin and 3% for academic units (Phase 1 only)
  o Phase 2 = 4% each across admin/academic
  o Feb 08 submitted all revised proposals, July 1st 2023-24 AY
  o Feb 22-28 plans shared to deans, directors, shared govt, student govt
  o March 10 to be submitted to regents for April Board meeting
  o 1 more update to be shared, March 7-9, last chance for feedback this round
- Issues presented: unforeseen costs in hiring lectures, student quality of teaching, research quality, costs for onboarding, staff time
- Student experience concerns for quality of instruction (hiring lecturers but not investing in them)
- AVCFA and the Provost seem invested in getting more IRC at the table, given that we are 2/3 of the faculty body, but rarely on committees.
  o Is being part of these committees a part of IRC contract, or just extra work? How recognized/compensated?

## BRIDGE NETWORK COORDINATOR
Jenny Fox, stepped down; Paula Schmidtlein volunteered to step in for now

## IRC PROF DEVELOPMENT
- AVCFA suggests moving IRC prof development grants to CFDA, wants a small group to think this through (app process, reporting, etc.)
  o $10k for rostered faculty, 10k for lecturers (as stated in the IRC roadmap), 11k for IRC faculty; the plan is not to reduce funding, but amplify it.
- No prof development planned right now (consultation with AVCFA on 'mini-grants', but it was agreed on all sides to not do this)
  -

*Provost Award Practices and Services*

- applications are in, SPA, Library, ThinqStudio
- 3/17 need to notify the winner. Selection committee required, composed of:
    o One member of the UCDALI Executive Committee
    o Four IRC faculty, one each from four schools/colleges
    o One T/TT faculty, appointed by Faculty Assembly
    o IRC faculty from the previously awarded unit (invited)
- Eric and Vivian on committee for first round of Provost Office Lecturer's Award (IRC taskforce recommendation), "excellence in teaching" ($1500)
- three applicants! Let's get the word out for next round!

*TIPS division on micro credentials and badging*
- Dennis, Carmeron Blevins, Chris Carsons = IRC in on these conversations
- TIPS survey https://ucdenver.co1.qualtrics.com/jfe/form/SV_9AocNJ7nUOJBILY

*Committee and School/College Updates*
- Faculty assembly working on budget
- Shared governance must be able to give feedback on the budget
- Faculty assembly also working on FCQ data being mined.
- Also looking into how faculty are evaluated for EDI activities.
    o Working with VCDEI Antonio Farias, a small working group for the summer, let Vivian know if you're interested (included $3000 stipend)

*EPUS*
- 5060 faculty titles

- 1014 intellectual property

*ROADMAP*
- $500 late cancellations now in place for FA23
- multiyear contract going well; some pushback from some deans
- forward movement with 5 year contract at state level
- minimum salary increases with promotion (retroactive?)
- Dean of SEHD officially moved to 70/20/10 in contracts.

*IRC inclusive draft*
- Lucy and Thorsten working on draft, incorporating comments
- Beth will take it up from here, clean up, another round of comments

*Spring Events*

- Time sample study has not yet gone out, still working on budget and roll-out.
- Something casual with the Chancellor? Deans?

# UCDALI
# Executive Committee Meeting
# 3.3.2023

**Location:** Zoom: https://ucdenver.zoom.us/j/99401308033
**Meeting Time:** 11 AM-1 PM

## Agenda

**11:00-11:15**    Welcome, Kudos, Provost meeting debrief

**11:15-11:30**    Bridge Network Coordinator

**11:30-11:45**    IRC Profession Development Grants SP23

**11:45-12:05**    Committee Representation

- Provost's Award for Excellence in Practices Related to IRC Faculty Selection Committee (meeting between now and 3/17)
  - 1 UCDALI Executive Committee rep, 4 IRC faculty, 1 T/TT faculty (appointed by Faculty Assembly), IRC faculty from previous year's recipient)
- TIPS Working Groups — Microcredentials (IRC: Dennis Debay, Cameron Blevins); Badging (IRC: Chris Carsons)

**12:05-12:35**    Committee and School/College Updates

- IRC Roadmap Advisory Group
- Faculty Assembly
- EPUS
- Bridge Liaisons
- UCDALI Newsletter

**12:35-12:45**    IRC Inclusive Language Draft

**12:45-1:00**    Spring Events

- Planning Subcommittee
- Chancellor Marks, Philip de Leon, Monique Snowden
- School/college/library deans and directors
- Faculty appreciation

## Next Meeting/Issues on Deck

- UCDALI/Faculty Assembly alignment and collaboration
- Bylaws review (Fall 2023 committee?)
- Website

**In Attendance:** *Lucy D, Jim L, Vivian S, Eric B, Thorsten S, Beth P, Jeff G, Paula S, Bethann B, Joan B*

## CHECK INS

- Looking forward to Summer!
- May 05 meeting in person, for all who can make it.

## IRC INCLUSIVE LANGUAGE DOC

- Thanks to Lucy and Jim for drafting; comments discussed; clean-up work to be done, and then due to AVCFA by Tuesday (04/11)
- Consider getting endorsement by Faculty Assembly?

## UCDALI SPRING EVENT

- Aim: self-care for faculty, community building and networking event (i.e. UCDALI mission); some kind of fun activity at the center to foster interaction (rather than just eating and talking); hopefully get some UCDALI totes to hand out, just waiting on approval; parking passes available.
- Provisional date: Thursday April 25 3:00 PM – 5:30, Learning Commons
- Announce to IRC third week of April, approx.
- CFDA has a get-together with food planned for 04/18 at 1:00 PM

## COMMITTEE AND SCHOOL/COLLEGE UPDATES

- UCDALI Newsletter
  - o Ready to go! (Eric) Will go out third week of April

- IRC Roadmap Advisory Group
  - o No updates; meeting on Tues 04/11

- Faculty Assembly
  - o New chair elected: Stephanie Santorico
  - o Dennis and Vivian will continue in their roles, terms end next year.
  - o Working on IRC promotion increases; working on clarifying and revising grievance policies for Multi-Year Contracts
    - Without MYC, faculty is "at will"; renewal not guaranteed, and even if renewed, no guarantee it will be at same pay/title, without grievance; not clear what is available at the state legislation level.
    - Keep brainstorming on our side, "what *should* be available for IRC?"

- UCDALI Admin support
  - o Beth, Eric, Maryam, Jeff have stepped in to Lee's former role.

- o Job posted to fill this role 0.5 FTE position, designed to be shared between FA and UCDALI; Lecturers can apply, with potential to qualify for FT benefits.
- Professional Development and Budget updates
  - o A committee with representatives from UCDALI and CFDA has been charged with developing the administration of new IRC PD funds, identified in the IRC Task Force Roadmap Response, through the CFDA. PD funds previously awarded by UCDALI may be added to these funds and distributed through the CFDA starting AY23-24

- CLAS Elections
  - o No many IRC faculty are nominating themselves, despite qualifying for the position; how can we encourage more IRC representation while recognizing their service and workload time commitments?
    - ▪ Let's promote at New Faculty Orientation and UCDALI Spring Event

- Etc.
  - o Final scheduled quarterly meeting with Provost in May. Shall we keep this meeting? Invite Chancellor?
  - o Summer work, what UCDALI projects are possible and/or worthwhile?

ADJOURN

# UCDALI
# Executive Committee Meeting
# 4.7.2023

**Location:** Zoom: https://ucdenver.zoom.us/j/99401308033
**Meeting Time:** 11 AM-1 PM

## Agenda

**11:00-11:10**   Welcome and Check In

**11:10-11:25**   IRC Inclusive Language Doc (Jim)

**11:25-11:40**   UCDALI Spring Event (Andrea, Bethann, Joan)

**11:40-12:20**   Committee and School/College Updates

- Bridge Liaisons
- UCDALI Newsletter
- IRC Roadmap Advisory Group
- Faculty Assembly
- EPUS
- Shared Governance Admin Support
- IRC PD Funds
- Time-Tracking Invitation and Collection

**12:20-12:40**   Grievance Policies and Philosophy

**12:40-12:50**   May Meeting with Provost/Chancellor — ???

**12:50-1:00**   Preliminary Discussion re: Summer/Fall Committees

- Shared Governance Principles and Best Practices
- Bylaws Review

## Next Meeting/Issues on Deck

- UCDALI/Faculty Assembly alignment and collaboration
- Website

**In Attendance:** *Lucy Dwight, Jim LoPresti, Vivian Shyu, Beth Pugliano, Jeff Golub, Paula Schmidtlein, Joan Bihun, Pam Laird, Andrea Laser, Dennis DeBay, Salah McKloskey*

## CHECK INS

- Request for UCDALI totes are in
- Gratitude for everyone over the last year!

## EPUS

- APS 5060 will finish Friday 05/12; teaching prof language pretty broad, but almost ready; nothing yet about terminal degree requirement, room for campuses to discuss details; colleges and schools can tailor further from there, and units can even further specify; grievance and appeal still has a lot to do; system level has conflicting policies with campuses. IRC faculty have very little room at the moment to appeal anything not currently patently covered; working on Senior Lecturer language; intellectual property language being reworked.

## FACULTY ASSEMBLY

- Voted to have another meeting, Thursday 05/11; lots to do.

## UCDALI PROFESSIONAL DEVELOPMENT FUNDS

- Met in late April, revised draft produced, what's available, what funds can be used for, how it is reported; reviewing draft and moving toward finalizing, goal to give to AVCFA and Provost at end of May. These funds could potentially be ready for Fall 2023. Possibility of a Fall and Spring round, since things are different for faculty each semester, and extent the time in which the funds can be used.

## SUMMER

- Admin Replacement for Lee Potter has not yet been hired, we need someone for the Fall. We have not been able to update website since Jan, should have this finished by summer. Looking at folks to join a committee for updating UCDALI bylaws (last updated 2016, still contains NTTF language, etc.) over the summer, possibly with compensation. Perhaps three people.

## LOOKING FORWARD FOR FALL 2023

- First meeting mid-august, as typical, but perhaps an off-campus afternoon gathering in the before classes begin? Perhaps during New Faculty Orientation week.

<u>AVCFA Turan Kayaoglu</u>

- Joined meeting from 12:15 – 1:00
- Expressed and reemphasized moral, ethical, and professional commitment to IRC.
- IRC roadmap is being implemented: first lecturer award given this semester, working on compensation for Lecturer class cancellation in first two weeks; striving for 50% Multi-year contracts by Fall.
- Inclusive Language document draft, keep working on it, let's hit the ground running in the Fall.
- Shared Governance aims to include FA and UCDALI
- Discussion

<u>Adjourn</u>

# UCDALI
# Executive Committee Meeting
# 5.5.2023

**Location:** Learning Commons Rush Conference Room or Zoom
**Zoom Link:** https://ucdenver.zoom.us/j/99401308033
**Meeting Time:** 11 AM-1 PM

## Agenda

**11:00-11:10**   Welcome and Check In

**11:10-11:15**   Gratitude

**11:10-11:40**   Committee updates

- EPUS
- Faculty Assembly
- IRC PD funds (w/ CFDA)
- Bridge Liaisons

**11:40-12:15**   Summer/Fall Planning

- Bylaws Review and Revisions
- UCDALI Website Updates
- August Retreat (?)
- New Faculty Orientation

**12:15-1:00**   AVCFA Turan Kayaoglu (via Zoom)

- IRC Roadmap implementation update
- Principles of Shared Governance doc
- Inclusive Language doc