



CU Denver Faculty Assembly -- Meeting Minutes

March 7, 2023

Fully virtual – on Zoom

Attendees: Joanne Addison, Vivian Shyu, Dennis DeBay, Linda Fried, Jeffrey Schrader, Colleen Donnelly, Todd Ely, Eric Baker, Ilkyeum Ra, Maryam Darbeheshti, Fernando Mancilla-David, Cristina Gillanders, Larry Erbert, Eric Jewett, Kelly See, Thomas Beck, karen Sobel, Traci Sitzmann, Jeremy Németh, Karen Spencer, Geeta Verma, Melissa-Tackett-Gibson, Lonnie Schaible, Timberley Roane, Mia Fischer, Jamie Hodgkins,

12:00 PM Joanne Addison, Acting Chair

Approve minutes (December and February)

- Moved to Approve both at same time; seconded
- Yay's – all (but one); No's – none; Abstentions = 1

FCQ Resolution

- In draft form as attachment pre-meeting
 - Discussed and Joanned asked members to “Share this around, talk to people; and we will come back to this with more feedback”

12:08 PM Dennis DeBay, Secretary

Call for Nominations for FA Chair next term

- Dennis: elections for Chair role as Joanne Addison's term as Acting Chair ends this academic year
- Official call for nominations to be sent to Dennis as FA Secretary/Election official
- Noted that Dennis and Vivian would carry through next year as officers

12:10 PM Turan Kayaoglu, AVC Faculty Affairs

Faculty Affairs Update

- Provided link to his notes in Zoom chat
- 3 updates:
 - **IRC Roadmap:** working on MYC's (all signs good; prioritizing 3+ years, and this brings us to about 80%); standardizing and centralizing salary increase with promotion (presenting to Dean's tomorrow, will share with UCDALI and IRC Leadership)
 - **Strengthening faculty voice on budget and salaries**– with APC on Salary Grievance committee; met with BPC to talk about Salary Oversight Committee (stand alone, not sub of BPC) – will share with UCDALI and shared gove
 - **Shared Gov at Sch/Coll-** drafted and sharing some guidelines for faculty rights and responsibilities (confirm aligns with u policy and ...); gave DOC a name – shoutout to Women's committee for their call to address pandemic impact and give faculty ability to write their own statements (starting this review cycle)

12:20 PM

Karen Sobel, Director CFDA

New Faculty Orientation

- Discussed format changes
 - This year: Format changed from 2-day back to 1 shorter day
 - One day on campus f2f; one shorter day online; ongoing workshops and mentor groups throughout year
 - Considering for coming year – revise workshop and expand mentor groups to 3 years
 - First year: get to know you campus, shared gov, services, resources
 - Second : get to know your city
 - Third year: get to know your state
- Request: “How can we best help colleges to mesh with their efforts”
- QUESTIONS/COMMENTS from Assembly members:
 - mentoring teams well-intentioned, but so busy when beginning; not time to take part in that; not enough practical support; given limited resources, what would really be good is money and time
 - avoid acronyms and provide key
 - ensure appropriate streams for TT vs IRC vs LECT
 - plan to follow-up with member to further discuss this issue

12:30 PM

Committee Reports

- Note from Joanne regarding summer working group for EDI activity evaluation guidelines.
 - Stipend attached for anyone interested in joining the DEI committee
 - Has also got strong administrative support in place
 - Email Joanne or your committee chair with names of persons interested in participating
 -

Academic Personnel Committee (Lonnie Schaible - Chair)

- Supposed to meet with CCC (rollout, and overview) – he will update next time
- Working on proposal for Salary Grievance pilot (not so much policy, but plan to address salary issues)
- Meet tomorrow to discuss that (as committee, they were considering as policy, but maybe wasn't the right time for this) – hope that they'll be able to come back to committee next time (?)
- P&T – not sure how or who addresses the issue
- JOANNE: Academic freedom – available to all
- Salary issues better at campus level
- TURAN: he appreciates the feedback from APC –
- Is campus policy for salary grievance (at school/college/lib level)- need to work on a campus level
- Salary comm will give a good focus – then broader grievance issues and how to
- QUESTION: IRC rep'd (Eric and Dennis are there)

Budget Priorities Committee (Todd Ely - Chair)

- Busy with Budget folks
- Wrapped up EVCFinance search (Anne Sherman) begin in Aug
- Potential for staff rep on BPC

- Working with Jen St. Peter for Admin spending updates and still working to provide
- Commitment to provide standardized annual report
- JOANNE: been forwarding all reasonable requests to Central Admin

Committed on the Status of Women (Maryam Darbeheshti - Chair)

- Pandemic Impacts statement (optional) – sending out information so everyone understands what they are being granted
- Issue of Parental Leave policy – want to at least improve these offering for CU Denver employees

Disability Committee (Colleen Donnelly - Chair)

- This month there is Student poster event
 - àflyer provided in chat
- Clarity on ADA procedures and practices and faculty responsibility

Ethnic Diversity Committee (Thomas Beck - Chair)

- Critical and Emerging Speaker series (with Turan and others)
 - Gun violence issue (meld together with? How involved?)
- 2 members of committee interested in a sub-committee on inclusive scholarship
- Precious Palmer (newly launched wide-serving team)- getting in touch to see how they might work together

Educational Policy and Planning Committee (Wendy Bollyard – Chair - absent)

- Skipped

Learning, Educational Technology, Teaching, and Scholarship Committee (Bud Talbot – Chair - absent)

- Skipped

Lesbian, Gay, Bisexual, Transgender, Queer + Committee (Mia Fisher - Chair)

- Working with Antonio Farias and various affinity groups around cuts and DEI
- LGBTQ+ workshop that they had funding for, and not following up with future coordination of such events as not necessarily the Faculty Assembly's role
- Brings up fact that we don't have a lot of support in place on CU Denver for LGBTQ students and staff

12:50 PM

UCOMM (Marie Williams)

- Brief slide Presentation, Shared some materials (emailed after meeting)
 - Who we are, what we do; Our Story; goal to help us Recruit and Retain students; Set out to learn how UComm had been perceived on campus (some positive, some negative); Who they are now: full-service; not charging others; Why does this matter? Recruit and retain students and top talent; get on the radar; Public information (crisis, info needs to go out to public)
 - Priority Projects: BRAND REFRESH (NOT an exercise they are doing every year); WEBSITE REDESIGN – our front door; CONTENT: diversify the kinds of stories and people being highlighted to show richness
 - Keys to success - Be methodical; Gain (or regain) trust; Seek to provide clarity/coordination; Invest mindfully; Working together – have a request

form and process to help better streamline; They do have some branded merchandise - reach out to Ian Scott (if you want stuff or have ideas)

- QUESTIONS/COMMENTS from Assembly members
 - Issues addressed included: Aligning our email; Philanthropy and fundraising; lack of response to past requests; ODE transition communications; Graduate School communication; communication re: CU Anschutz and CU Denver ongoing joint projects

1:15 PM

Regents Spiegel and James

- Due to scheduling issues with Regent Wanda James, she did not attend
 - All administrators asked to leave
- Regent Ilana Spiegel introduced herself: Regent from 6th Congressional district (Arap county, ...) - elected in 2020, talks about being a Mom and an Educator; CU as states anchor serving state and communities
 - Currently chair of Governance and Audit Committees, rep on CU Foundation committee (also attends others – Finance, University Affairs)- (work is publicly available)
- Discussion of Audit Committee
- Discussion of Governance
- Discussion of Mental Health supports for students and community
- QUESTIONS/COMMENTS and ANSWERS from Assembly members
 - Issues addressed included: FCQ processes: funding from state and share to CU Denver campus; new Board of Regent makeup and perspectives on CU Denver and budget issues currently faced; fundraising efforts focused on downtown campus and fact that many foundations aim to serve our particular student body population; effective communication with Regents

1:50 PM

Constancio Nakuma, Provost

Academic Affairs Update:

- 1) All schools/colleges came through with their share of realignment, FA was helpful with getting everyone on same page by insisting on ways we all work together.
 - 2) Able to issue letters of financial aid notification on March 1st (earliest we've been able to do this, and still working to make it even faster – students used to have to wait for May/June to hear about fin aid; now, whatever monies we have for our students are communicated to them earlier as they make their decisions
 - 3) March 1, priority deadline for new CAM Dean search ended; now reviewing applicants and meeting this week to finalize semi-finalists; Finalists expected after Spring Break; then 3-4 should be identified to visit campus to interview
- QUESTIONS from Assembly? -- none

2:00 PM

Meeting Adjourned