



# Faculty Assembly

UNIVERSITY OF COLORADO DENVER

To: Joanne Addison, Chair, CU Faculty Council (*outgoing*)  
Mary Coussons-Read, Chair, CU Faculty Council (*incoming*)  
Cc: Michelle Marks, Chancellor, CU Denver  
Rod Nairn, Provost, CU Denver (*outgoing*)  
Constancio Nakuma, Provost, CU Denver (*incoming*)  
Cindy O'Bryant, Chair, CU Anschutz Faculty Assembly  
CU Denver Faculty Assembly Members  
From: Michael Zinser, Chair, CU Denver Faculty Assembly  
Tod Duncan, Vice-Chair, CU Denver Faculty Assembly  
Peter Anthamatten, Secretary, CU Denver Faculty Assembly  
CU Denver Faculty Assembly Executive Committee  
Re: **CU Denver Faculty Assembly Report of Activities, 2020-2021**  
Date: 21 May 2021

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## Executive Summary

The CU Denver Faculty Assembly (FA) has had an eventful, productive, and challenging 2020-2021 academic year.

Its key activities this year include:

- Continual communication with CU Denver Chancellor Michelle Marks on faculty needs and initiatives
- Regular meetings with Executive Team on COVID response planning
- Representation of faculty interests on Vaccine Prioritization Committee
- Discussion with Chancellor Marks on developing a strategic plan for CU Denver
- Assurance of Americans with Disabilities Act (ADA) protocols in digital media
- Discussion, input, and formal approval of the addition of a "P+" grading designation
- Discussion with administration on the remotely taught course format designations
- Planning and execution of a panel on campus policing with AMC and Auraria Police Chiefs, the AHEC CEO, a faculty policing scholar, the Black Student Services Director (who also serves as campus representative on Auraria Police Advisory Board)
- Discussion with and feedback to administration about faculty feedback and teaching evaluations during COVID-19 pandemic restrictions
- Discussion and feedback about credit and contact hour guidelines for independent study and internship courses
- Communication and facilitation of the transition of the annual faculty review process to electronic format via the *Interfolio* system.
- Review and feedback about perceived problems with the newly established CU Denver Academic Ethics Committee
- Discussion of and response to the CU "Shared Communication Protocol"
- Discussion and vote to approve requiring mandatory training of faculty on gender identity and expression
- Recommendation to include information on mental health resources in course syllabi
- Participation in the search for a new CU Denver Provost to serve starting in Fall 2021
- Continued work on digital governance at CU Denver, with particular attention to the implications of the tradition of the Office of Digital Governance (ODE) from CU Denver to the CU System Office
- Award and presentation of the annual CU Denver Faculty Assembly Award

One of the purposes of this report is to provide future stakeholders with a comprehensive record of the Assembly's activities and membership. We have provided a detailed description the committee's primary activities and accomplishments of the year in the narrative of the memo just below. Following that, we have also presented bullet points highlighting the key accomplishments and activities of the **primary sub-committees** serving under the FA (Appendix 01), the **formal votes** of the Assembly (Appendix 02), its **guest presenters** during its eight standard meetings of the year (Appendix 03), as well as its current roster of **active officers and members** (Appendix 04).

## **Summary of Primary Activities over the 2020-2021 Academic Year**

### ***Work with Chancellor Michelle Marks***

Michelle Marks began her term as Chancellor of CU Denver, who formally began her term during the summer of 2020. Dr. Marks displayed a keen interest in learning about CU Denver's culture, needs, and initiatives through continual discussion with the Faculty Assembly (FA). Dr. Marks attended multiple meetings during the academic year to discuss what she has learned from her listening tours and to collect faculty input.

### ***Review of Revised Grading Policies***

As CU Denver sought to adapt to the realities of the COVID-19 pandemic, the campus community had to make several important adaptations to the way that its faculty teach and evaluate students. During the fall semester, the Faculty Assembly discussed the changing needs for teaching and assessment of both students and faculty. The Faculty Assembly heard and discussed the revised pass/fail grading policy, culminating in the addition of a "P+" grading category. On September 1, 2021, the FA voted to approve the addition of the grade.

### ***Review of CU Denver Academic Ethics Committee Bylaws***

At the beginning of the 2020-2021 academic year, the university adopted a campus-wide ethics review process. Whereas academic ethics boards were previously convened in individual colleges, it has transformed into a campus-wide process with representatives from each of CU Denver's colleges. In the Fall, several faculty members raised concerns about the composition of the ethics board, noting that some of the hearings were mediated by non-academic staff.

The EPPC discussed this matter at their February 9 meeting and submitted a memo to David Steward, Director of Student Conduct and Academic Standards and the Chair of the CU Denver Academic Integrity Committee, the following day. Mr. Steward has notified us that he is taking the committee's recommendations into consideration as the Integrity Committee considers changes to their bylaws.

### ***Faculty Teaching Evaluations during the COVID-19 Pandemic***

On account of the COVID-19 pandemic, nearly all faculty and instructors were compelled to immediately begin teaching their courses in a remotely delivered format, bringing a large array of novel teaching and learning challenges. Some faculty with little or no experience with digital technologies, for instance, had to learn a variety of novel technologies and skills within days to continue teaching their classes uninterrupted. The Faculty Assembly investigated the matter and made recommendations to administration about how FCQs should be treated during lockdown semesters.

### ***Credit Hour and Contact Hour Guidelines***

In the Fall semester, university administration has begun discussing compiling a document to specify guidelines to assist colleges with building courses. The Faculty Assembly reviewed the document and provided feedback to the Interim Vice Chancellor for Academic Affairs, Joann Brennan, during its monthly meetings.

### ***Revised Faculty Merit Review***

Starting for the 2020-2021 review cycle, the university has migrated from the electronic Faculty Annual Report of Professional Activities (eFRPA) system to *Interfolio*. Vigilance over the faculty review process is central the Faculty Assembly's mission and so its membership has closely observed the implementation of the system in order to ensure that it is efficient and fair.

### ***Response to the CU Denver “Shared Communication Protocol”***

On August 25<sup>th</sup>, 2020, the CU Administration issued a “Shared Communication Protocol,” designed to coordinate communication around sensitive and partisan topics. The Faculty Assembly LGBTQ+ Committee identified several problems with the protocol, which (1) undermines one of the essential communication missions of the university; (2) could serve to muzzle groups that have historically struggled to express agency in public discourse; and (3) suggests that administration is more concerned with public relations than critical social issues. After discussion in its October meeting, the Faculty Assembly unanimously supported the LGBTQ+ Committee’s memorandum detailing these concerns.

A month later, during its November 3<sup>rd</sup> meeting, the Faculty Assembly voted to support rescission of the Shared Communication Protocol.

### ***Diversity Training***

As for the campus, the Faculty Assembly places a great deal of importance on the university’s missions to build a diverse and inclusive community in the context of a society continually struggles with issues of diversity and inclusion. Along with other members of the CU Denver, Community, the LGBTQ+ committee sought to advocate for mandatory training on Gender Identity and Expression. After discussion, the Faculty Assembly voted in favor of exploring a mandatory training program on gender expression for its faculty.

### ***Inclusion of Information about Mental Health Resources in Course Syllabi***

Student Government Association (SGA) representative Daniel Casillas approached the Faculty Assembly with concerns about the mental health of the student body, particularly given the realities of the COVID-19 pandemic. After some discussion, the faculty voted to recommend inclusion of information about mental health resources in course syllabi.

### ***Search for CU Denver Provost***

Provost Rod Nairn announced in the fall that he would leave CU Denver to serve as the CU Anschutz Chancellor exclusively, opening the position at Denver. The Faculty Assembly is deeply invested in the hire and held an addition meeting, on December 8<sup>th</sup>, to provide guidance and detailed feedback about the search. Several members of the Assembly, including its chair, Michael Zinser, also served on the hiring committee for the new Provost.

### ***Remote Work Policy***

During the COVID-19 Pandemic, most faculty and staff transitioned into working remotely to avoid being on campus to prevent the spread of the virus. The Faculty Assembly headed up a committee to examine remote work policies. Faculty Assembly Geoff Johnson served on the committee to represent CU Denver’s Faculty and the Assembly provided feedback on the work in its March 2021 meeting.

### ***Digital Governance***

During the year, CU administration announced that the Office of Digital Education (ODE) would transition from a CU Denver to a CU system unit.

CU administration established a working group to examine intellectual property rights of faculty amid this transition in digital governance. Lucy Dwight, a faculty member from the School of Public Affairs, represented CU Denver faculty in this working group.

Members of the Faculty Assembly also participated in meetings and communication faculty from the University of Missouri—Columbia, who have established a good working model for university digital governance.

### ***Faculty Assembly Award***

The CU Denver Faculty Assembly established the Faculty Assembly award in 2018 to honor and recognize a member of the CU Denver community (encompassing administration, faculty, and staff) for contributions to shared and faculty governance at CU Denver. The Faculty Assembly Executive Committee gave the award to **Lindsey Hamilton**, Associate Professor of Psychology and Director of the Center for Excellence in Teaching and Learning was given the award for 2020-2021, the award's third year.

## **Anticipated Initiatives for the 2021-2022 Academic Year**

The leadership of the Faculty Assembly will change over the next year with a new chair, as Michael Zinser's term has expired. The following faculty members will serve as its officers:

- Jarrod Hanson (School of Education and Human Development), **Chair** (2021-2023)
- Tod Duncan (Integrated Biology), **Vice-Chair** (2020-2022)
- Peter Anthamatten (Geography and Environmental Sciences), **Secretary** (2020-2022)

Several pertinent issues remain on the agenda for the CU Denver Faculty Assembly for the next year, many of which extend current activities. Some of these activities include:

- Establish positive working relationships with the new Provost and Senior Vice Chancellors
- Facilitate and provide faculty input and support related to the implementation of the CU Denver Strategic Plan
- Continue to advocate for faculty related to work changes resulting from COVID-19
- Provide faculty voice related to the selection of a new system President
- Revise the Faculty Assembly bylaws
- Develop Microsoft Teams site to house Assembly work and records
- Promote the establishment of effective faculty governance in schools and college where it is weak or absent
- Represent faculty interests in campus online/digital strategy

Sincerely,



**Michael Zinser**  
**Chair, CU Denver Faculty Assembly**



**Tod Duncan**  
**Vice-Chair, CU Denver Faculty Assembly**



**Peter Anthamatten**  
**Secretary, CU Denver Faculty Assembly**

# **Appendix 01:**

## **Denver Faculty Assembly Sub-Committee Activity and Membership** **(2020-2021 Academic Year)**

### **Academic Personnel Committee (APC)**

The Academic Personnel Committee was unusually busy before the academic year began; in conjunction with the Executive Committee of the CU Denver Faculty Assembly, we were involved in a flurry of policy exceptions & modifications proposed by Administration in response to the effects of the COVID-19 pandemic that required review & input from faculty governance prior to implementation. APC members contributed to this process beyond our regular schedule. The list below is merely a brief summary of these activities:

- o Extensive CU System Policy reviews:
  1. Regent Policy 3.E Searches for Admin & Chief Officers
  2. Regent Policies 11.E Leave Policies for Faculty & Staff
  3. COVID-19 2020 Presidential Exception to APS 1009 – Multiple Means of Teaching Evaluation
  4. CU Retired Faculty Association Proposal
  5. Process Overview of New TITLE IX Regulations
  6. APS 5014 – Sexual Misconduct, Intimate Partner Violence, and Stalking
  7. APS 5060 – Faculty Appointments
  8. APS 5062 – Leave
  
- o Extensive CU Denver Campus Policy reviews:
  1. CAP 1004 – Reappointment, Tenure and Promotion Review
  2. CU Denver 2020 Faculty Evaluation Resolution
  3. CU Denver Pass/Fail Policy Pandemic Modifications
  4. CAP XXXX – Draft Lactation Policy
  5. CU Denver Spring 2021 Syllabus Addendum
  6. CU Denver Remote Day: Campus Closures and Delays
  7. CU Denver|Anschutz Credit Hour and Contact Hour Guidelines

For the upcoming year, APC is looking forward to closer & improved working relations with The Provost's Office, a new Faculty Advisor appointment, improved policy processes in response to the Colorado Equal Pay for Equal Work Act & progress on a revitalized CU Denver Retired Faculty Association.

*-Eric Baker, Chair of the CU Denver Faculty Assembly Academic Personnel Committee*

#### **Membership**

Baker, Eric (Chair)  
Crow, Deserai  
Fulmer, Connie  
Homchick, Kent  
Hunter, Kendall (Secretary)  
Liang, Lan  
Miller, Wayne  
Nepokroeff, Molly  
Vlahos, Kat  
White, Diana

Jenson, Michael (*ex-officio*)  
Viveiros, Nelia (*ex-officio*)

## **Budget Priorities Committee (BPC)**

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### **Membership**

White, Diana (Chair)  
Ely, Todd (Vice chair)  
Guzik, Keith (Secretary)  
Beck, Jody  
Gunny, Katherine  
Johnson, Health  
Mansour, Hani  
McCuster, Kelly  
Radenovic, Miloje

## **Committee on the Status of Women (CSW)**

The Committee on the Status of Women (CSW), reviews policies and practices, evaluates, and recommends policies affecting women faculty and students on the CU Denver Campus. Scope and Goals

- Develop annual goals, review, and revise past goals, and discuss, develop, and implement long-term goals; all goals should guide and rationalize the committee's purposes as specified in the Bylaws of the Faculty Assembly.
- Recommend or develop policies, programs, or activities for Assembly and administrative bodies that help create and maintain a vibrant academic environment for faculty.
- Evaluate policies, activities, and programs that fall within the committee's purview; these evaluative processes should be carried out collaboratively with academic-community bodies and members of the community potentially affected by such evaluations.
- Consult with other committees of Faculty Assembly on matters related to the committee's purview, policies, and activities.
- Review and assure that policies and procedures related to the committee's purview are fair and applied fairly to faculty.
- Help develop and monitor programs and policies that support the achievement of the committee's goals.
- Help develop, enhance, and evaluate support networks and necessary services for faculty that affect the implementation and review of policies that fall within the committee's purview.
- Assure that programs are well represented in campus policies on and procedures relative to the purview of the committee.

Selected Accomplishments:

**1. COVID-19 Pandemic Impact on Women Faculty:** Our Committee reviewed and endorsed a set of recommendations regarding the impact of pandemic on women faculty, including equitable measures of short-term and long-term adjustments that will safeguard and enable the success and retention of women faculty, who are disproportionately negatively impacted by the challenges presented by the pandemic.

**2. Involvement in Chancellor's Strategic Planning Initiative:** The CSW committee participated in discussion sessions of the Equity Task Force action teams and shared our view on issues related to Women's inequality in salary, equal pay for equal work, and other relevant topics. Antwan Jefferson, the co-chair of the Equity Task Force, joined CSW and listened to our concerns and indicated that our recommendations will be reflected in their final report to chancellor Marks. In addition, the CSW committee responded to other DEI initiatives as requested, including review of an AAPI action and demand letter and a proposed lactation policy. Moreover, the salary inequity issues were further reviewed with Lauren Fontana, Director of Affirmative Action Programs, to understand how pay inequity is analyzed and to provide our input.

**3. Childcare Resources for Faculty:** The Committee on Status of Women reviewed resources to support the faculty who need the childcare services and promoted these to leadership. We discussed several possibilities that we can focus on in the future including childcare stipend, creating a support group within the community and including staff and students. An updated a list of web resources with information about childcare resources are available on the Human Resources website.

**4. Joint Faculty Council Women's Committee:** CU Denver's CSW was invited to the faculty council joint meeting on April 16th, to share our experiences and get a better sense on how we could align our efforts across the 4 campuses and determine a full understanding of each campus needs and their work with women's issues.

*-Maryam Darbeheshti, Faculty Assembly Executive Committee Representative from the CU Denver Faculty Assembly Committee on the Status of Women*

**Committee on the Status of Women (CSW)** (continued)

**Membership**

Allen, Elisabeth (Coordinator)

Darbeheshti, Maryan (Executive Committee Representative)

McCaslin, Nikki (Secretary)

Beck, Laurel

Cao, Zixia

Golemboski, Carol

Kantor, Julia

Santoricio, Stephanie

Steffel-Johnson, Jennifer



## **Disabilities Committee (DiscC)**

In response to our Faculty Disability Climate survey conducted in Spring of 2020, AHEC agreed to change the signage on all automatic doors. If these don't work, there is now a number to call, and AHEC has someone man that number at all times to aid anyone who needs help with building access. In addition, they reassessed where they are piling snow and how they are maintaining access to ramps and automatic doors during and after storms. We also attempted to address the darkness of the North Atrium. Before students return in Fall, contrasting tile is supposed to be installed in the floors and the strips and nose guards are to be added to stairwells so that they are marked and more visible. Our facilities has said they will establish a committee to address access issues and how they can/should be reported and identified in the future; we will follow up on this.

Our committee reached out to the UCCS committee. As a result of meeting together, the chairs of the two committees worked as an ad hoc committee to reconstitute the Faculty Council Disability Committee that was disbanded years ago. In April, FC is set to approve the (Dis)ability and Access Committee.

We are currently working to provide materials for the faculty on inclusive pedagogy and educating faculty to provide a more positive climate for disabled faculty and students. Short videos and handouts on inclusive pedagogy will begin to be available on our website this summer (how to use cc on zoom, how to start using Ally, alternative text, etc., and we already have one on handling DRS accommodations). Brad Hinson and LETTS is helping us with this effort. We plan to address decreasing stigma, awareness of disability, language, social and community issues by producing handouts and short videos beginning in fall. We also met with HR to discuss the problems with how disability is reported (CC-350s) and the need to have a better way of collecting information. There are no ideas on how to pursue this right now, and it may be better addressed at the system level.

The committee is working to lobby for a disability council on campus composed of faculty, staff and students—empowered to work on issues beyond ADA and DRS accommodations and bringing together members of our community who work with or have a commitment to disability issues –pedagogy, IT, campus climate etc. We have been inviting guests to speak with us, worked with the DEI taskforce, and continue to pursue this goal.

*-Colleen Donnelly, Chair of the CU Denver Faculty Assembly Disabilities Committee*

### **Membership**

Donnelly, Colleen (Chair)  
Bradbeer, Gayle (Secretary)  
Ferrell, Amy  
Fried, Linda  
Green, Michael  
Melonis, Maureen  
Rabideau, Mark  
Sargent, Christine  
Sebawit, Bishu

Luck, Phillip (*ex-officio*)

## **Educational Policy and Procedures Committee (EPPC)**

Please find below a brief summary of EPPC activities for AY 2020–2021:

1. EPPC will have convened eight meetings in AY 2020–2021 consistent with its Operating Procedures.
2. The typical policy review process this year was impacted by the pandemic, and the EPPC spent significant effort on the following items:
  - a. Responding to the suspension of APS 1025 (Uniform Grading Policy) and APS 1009 (Multiple Means of Teaching Evaluation) by President Kennedy and providing input to the Provost’s office regarding the Denver campus response to these suspensions
  - b. Working with Faculty Assembly and the Provost’s office to negotiate modifications to the faculty merit evaluation process for 2020, resulting in the issuance of guidance to units related to the merit evaluation process
  - c. Collecting feedback on the evaluation process for 2020 and beginning to craft proposals for the 2021 evaluation process
  - d. Working with the Provost’s office to craft a syllabus addendum for Spring 2021
  - e. Providing feedback concerning the Remote Day Policy Pilot
3. EPPC provided extensive feedback on the Credit and Contact Hour Guidelines.
4. EPPC hosted Shea Swauger and considered a proposal related to student privacy and facial recognition software, requesting additional information as it becomes available.
5. EPPC hosted Peter Anthamatten and provided feedback on the Academic Integrity Committee bylaws related to membership composition
6. EPPC began the process of revising APS 1031 (Campus Syllabus Policy) in cooperation with the Provost’s office.

*-Jarrod Hanson, Chair of the CU Denver Faculty Assembly Educational Policies, Procedures, and Curriculum Committee*

### **Membership**

Hanson, Jarrod (Chair)  
Kim, Jimmy (Vice Chair)  
Stott, Rachel (Secretary)  
Bolyard, Wendy  
de Bay, Dennis  
Duncan, Tod  
Liban, David  
Merkner, Christopher  
Shea, Matthew  
Wee, Bryan  
Zhang, Jing

Wefes, Inge (*ex-officio*)

## **Ethnic Diversity Committee (EDC)**

### **Summary**

In the Spring Semester of 2021, the EDC did the following:

- Met with Chancellor Michelle Marks to discuss a number of questions and concerns we have related to DEI at CU Denver.
- Met with the co-chairs of Faculty Council Committees for Racial and Ethnic Equity (CREE), Jorge Chavez and Naomi Nishi, to exchange information and ideas, and discuss possible collaboration.
- Met with the co-chairs of the Equity Task Force (ETF), Antwan Jefferson and John Ronquillo, to receive an update on the task force's activities and conclusions, provide input to the ETF, and discuss possible collaboration.
- We reached out to CU System Chief Diversity Officer Theodosia Cook to arrange a meeting so we might discuss her DEI initiatives and discuss possible collaboration with her and her staff.
- We discussed the January 6th Insurrection and the Attack on the U.S. Capitol and how it could impact our students, faculty, and staff of color specifically, and effect the climate on campus generally.

### **Detailed Overview**

The EDC worked to more effectively formulate and execute DEI initiatives through collaboration with the Chancellor, the Faculty Council Committees for Racial and Ethnic Equity (CREE), the Equity Task Force (ETF), and CU System Chief Diversity Officer Theodosia Cook.

- To that end, we met with Chancellor Michelle Marks to discuss the following issues (among others):
  - Recruitment and retention of students, faculty, and staff of color.
  - Promotion of faculty of color.
  - Campus climate for people of color.
  - Collaboration, or the lack thereof, between DEI officers, committees, task forces, etc. in the university environment.
- We met with the co-chairs of CREE, Jorge Chavez and Naomi Nishi, and the co-chairs of the ETF, Antwan Jefferson and John Ronquillo. In both meetings we exchanged information and ideas and discussed possible collaboration. We also received an update on ETF's activities and conclusions, provide our input on their work, and discussed how we could support their recommendations, in both the short and long terms.
- We reached out to CU System Chief Diversity Officer Theodosia Cook to arrange a meeting so we might discuss her DEI initiatives and discuss possible collaboration with her. Also, she and her staff are formulating a CU System-wide Campus & Workplace Culture (CWC) Survey. This will include questions related to diversity and inclusion. One of the reasons that EDC would like to meet with CDO Cook is to request that we have some input in shaping the questions in the CWC to reflect our concerns. Prior to this survey coming to EDC's attention, our committee was considering formulating a climate survey of our own, which we would distribute to students, faculty, and staff of color at CU Denver. We have put our own survey on hold until we know if we can have some input on the CWC. Unfortunately, we haven't been able to arrange a meeting with CDO Cook this semester to discuss all of these issues. We'll continue to make efforts to do so in the Fall Semester.

*-Thomas Beck, Chair of the CU Denver Faculty Assembly Ethnic Diversity Committee*

### **Membership**

Beck, Thomas (Chair)  
Reali, Carlos (Secretary)  
Delevie, Brian  
Kemi, Ajayi  
Musiba, Charles  
Soltero-González, Lucinda  
Thamotharan, Sneha  
Zamosc-Requeros, Gabriel

## **Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS)**

### **Summary Activities**

LETTS established new mechanisms for asynchronous/synchronous operations, with a MS Teams site dedicated to a running agenda, recording of minutes, and document sharing. LETTS continued partnership and open dialogue with the Office of Information Technology (OIT) and the Office of Digital Education (ODE) on a variety of topics and areas of concern, including: OIT Service Desk Response Times (COVID), OIT Leadership Changes (Russ), ODE Relocation to the CU System, Changes to Zoom, Adobe Creative Cloud Licensing, Test Proctoring & Facial Recognition systems, Tableau Changes, a Hypothes.is Pilot, Recommendations for a Fall 2021 Return to Campus, the development of the Associate Vice Chancellor for Digital Strategy job description, and subsequent position search (underway).

### **Key Activities**

**Digital Developments** – we were involved with various activities related to ODE’s transition to the CU System office and the planning around new leadership for CU Denver Digital, specifically. This included participation an ad-hoc Chancellor committee focused on (a) review and feedback on ODE Master Services Agreement for digital provisioning (contracts) and (b) review and feedback on the development of a job description for a new *Associate Vice Chancellor of Digital Strategy & Learning*.

**Digital DEI & Ethical Ed Tech** – we committed to place a distinct focus on the digital aspects of diversity, equity, and inclusion, particularly as they emerge in CU enterprise technologies. Systems that leverage test proctoring, facial recognition, and data-mining are particularly prone to violating DEI core values and crossing ethical/moral boundaries.

We initiated a discussion/plan for additional criteria to be added to the technology procurement process, so that technology platforms are assessed for ethical/dei standards.

We partnered with OIT’s Kate Miller on an ADA Accessibility standard already in development, with intentions of expanding there – and bringing to the CU procurement office for review/consideration.

We pursued and promoted a campus watch party for *Coded Bias* to raise awareness and stimulate dialogue around bias encoded into CU systems, such as Proctorio.

**Fall 2021 Return** – we were invited to review and comment on the Fall 2021 Return to Campus document from CETL and Joann Brennan. We annotated the document in MS Teams, formulated questions, and concerns, and submitted/presented the results to Faculty Assembly. This was a troubling process as the proposal included numerous areas of concern for centralizing digital education under CETL and establishing new norms/mechanisms around digital education. Pedagogical planning and scaffolding and structuring was proposed without faculty input or consent. LETTS provided input and feedback on behalf of FA.

**Technology** – we collaborated with various parties on the launch, demonstration, and demise of various teaching technologies. *Zoom* was relicensed and expanded under the CU System office, enabling new transcription and could recording features. *Knowmia* is being retired this year by the company; *Panopto* is the likely replacement – have sat-in on demos and discussions here. A *Hypothes.is/Canvas* pilot is launching in Summer 21, thanks to SEHD & OIT. *Adobe Creative Cloud* has been licensed for all CU students and discounted for all faculty/staff, thanks to OIT.

*-Brad Hinson, Chair of the CU Denver Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS)*

**Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS)**

(continued)

**Membership**

Hinson, Brad (Chair)

Khuntia, Jiban (Vice Chair)

Butler, Troy (Secretary)

Bull, Sheana

Darbeheshti, Maryam

Drysdale, Jason

Evans, Lorrie

Gesell, Chrystal

Gloor, Storm

Grant, Sharon

Guy, Mary

Musiba, Charles

## **LGBTQ+ Committee**

### **Executive Summary**

During the AY 2020-2021, the CU Denver Faculty Assembly LGBTQ+ Committee focused on several issues related to the wellbeing of LGBTQ+ faculty, staff, and students. The primary foci for the committee this year included the following major initiatives:

- Advocacy related to university communication protocols and education technologies.
- Meetings with the Advising Office and First-Year Experiences about LGBTQ+ student experiences and ability to change names and pronouns in university systems.
- Advocacy for, and design of, a pilot gender inclusion training program in the College of Arts and Media.

### **Description of Primary Activities, AY 2020-2021**

#### ***Advocacy related to university communication protocols and education technologies.***

The committee responded to changes in university communication protocols, namely what came to be known as the “purple ink” protocol, which would have limited speech by campus officials related to LGBTQ+ issues. As the most diverse CU campus, the protocol suggested significant changes to how our community responds to several issues of significant concern. The committee also discussed ongoing negotiations regarding CU Denver’s digital future, particularly the use of technologies that studies have shown discriminate against LGBTQ+ community members.

#### ***Meetings with the Advising Office and First-Year Experiences (FYE) Office***

A major focus for the committee this year has been gender inclusion and trans rights. The outgoing administration had targeted efforts at equity and inclusion in this area with Executive Orders and incendiary language. Several states have enacted laws targeting the trans community. Our meetings with the Advising Office and FYE office helped the committee better understand how students and faculty interact with university systems. As a result of our meetings, the Advising Office head, Nimol Hen, agreed to undertake additional trainings and produced a video to help students and advisors learn how to include pertinent information such as pronouns and preferred names in relevant university systems.

#### ***Advocacy for, and design of, a gender inclusion training pilot in the College of Arts and Media (CAM)***

A good portion of the committee’s activities during the year involved advocating for gender inclusion training, and, then, with Faculty Assembly support, pursuing and designing a pilot training program in the College of Arts and Media (CAM). Faculty Assembly voted to support the LGBTQ+ Committee’s efforts in this area during the FA’s November meeting. The committee then met twice with leadership in CAM: Mark Rabideau, Associate Dean for Academic and Faculty Affairs, and Katie Leonard, Activist-in-Residence. These meetings proved fruitful, and CAM agreed to move forward with a pilot training program. In the spring semester, the committee began assembling the pilot, producing a detailed proposal and timeline, and a set of training materials. In our May meeting, we will discuss the pilot with CU Denver’s new Vice Chancellor for Diversity and Inclusion, Antonio Farias. We will discuss continued support for the Women and Gender Center and begin the groundwork for expanding the training to other parts of the university after successful completion and study of the AY 2021-22 pilot program.

*-Dale Stahl, Chair of the CU Denver CU Denver Faculty Assembly LGBTQ+ Committee*

### **Membership**

Stahl, Dale (Chair)

Beer, Nicky

Brown, Ryan

Gentile, Troyann

Morhman, Katy

Sabo, Martin

Swauger, Shae

Thompson, Nate

Cannon, Edu (*ex-officio*)

Shiver, Tony (*ex-officio*)

Stolen, Karissa (*ex-officio*)

## Appendix 02: CU Denver Faculty Assembly Motions and Votes (2020-2021 Academic Year; Excluding Votes to Approve Minutes)

Date	Measure	Vote
2020.Sep.01	Motion to support a proposal to add a “P+” designation to pass/fail grades	25-4-5
2020.Oct.06	Motion to support a letter from the LGBTQ+ Committee to express concerns about the CU “Shared Communication Protocol,” (updated on August 25, 2020) to address the fact that important topics have critical social violence that could ultimately impede the ability for faculty to discuss important and salient topics.	31-0-0
2020.Nov.03	A motion to explore a mandatory training program on Gender Identity and Expression for Faculty.	15-4-18
2020.Nov.03	A motion to express the faculty’s desire to rescind the CU “Shared Communication Protocol”	29-0-8
2020.Nov.03	A motion to support a recommendation from the Student Government Association to include a statement about mental health and available resources in course syllabi	18-6-13
2021.May.04	A motion to support the nomination of Jarrod Hanson as the Faculty Assembly Chair for 2021-2023	26-0-0

*vote counts: in favor – opposed – abstained*

## Appendix 03: CU Denver Faculty Assembly Speakers, 2020-2021

Speaker	Topic
<b><u>2020.Sep.12</u></b>	
▪ <b>Joann Brennan</b> , Interim Associate Vice Chancellor for Faculty Affairs	P+ / P / F Grading System, Other COVID-19 Accommodations
▪ <b>Margaret Wood</b> , Associate Vice Chancellor for Faculty Achievement	Course Formats for the COVID-19 Lockdown
▪ <b>Tod Duncan</b> , Vice-Chair of the CU Denver Faculty Assembly	Accelerator Program
▪ <b>Michelle Marks</b> , Chancellor of the University of Colorado Denver	CU Denver Listening Tour
<b><u>2020.Oct.06</u></b>	
▪ <b>Michelle Marks</b> , Chancellor of the University of Colorado Denver	CU Denver Listening Tour
▪ <b>Joann Brennan</b> , Interim Associate Vice Chancellor for Faculty Affairs	Credit Hour and Contact Guidelines, new faculty activity reporting tool
<b><u>2020.Nov.03</u></b>	
▪ <b>David Stahl</b> , Chair, CU Denver Faculty Assembly LGBTQ+ Committee	CU System Share Communication Protocol, Diversity and Inclusion Training
▪ <b>David Casillas</b> , President of the Student Government Association	Mental Health Statement for course syllabi



### 2020.Dec.01

- **Michelle Marks**, Chancellor of the University of Colorado Denver Feedback from the CU Denver Listening Tour
- 

### 2020.Feb.04

- **Michelle Marks**, Chancellor of the University of Colorado Denver Updates on the state of the campus and strategic initiatives
  - **Ilana Spiegel**, Regent of the University of Colorado Discussion of Regent Spiegel's perspective and priorities on university governance
- 

### 2020.Mar.03

- **Geoff Johnson**, Faculty Assembly Representative to the Remote Work Working Group Remote working handbook and guidelines
  - **Tobin Bliss**, Associate Vice Chancellor for Fiscal Planning Office of Digital Education (ODE) Master Services Agreement
  - **Michelle Marks**, Chancellor of the University of Colorado Denver Updates on COVID-19 return plans, COVID-19 vaccinations, Provost search, City Heights project
- 

### 2020.Apr.07

- **Princi Kovacs** and **Stephanie Callan**, The University of Colorado Denver Behavioral Medicine Clinic Presentation on health impacts of stress and resources for CU Denver faculty and staff
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### 2020.May.06

- **Michelle Marks**, Chancellor of the University of Colorado Denver Retrospective on academic year 2021-2022, strategic plan work, prospectus for AY 2022-2023
- **Chris Puckett**, Special Assistant to the Chancellor for COVID-19 Updates on COVID-19 return policies

## Appendix 04: CU Denver Faculty Assembly Membership, 2020-2021

### Faculty Assembly Voting Members\*

Faculty Assembly Chair	Zinser, Michael ( <i>Psychology, CLAS</i> )
Faculty Assembly Vice Chair	Duncan, Tod ( <i>Integrative Biology, CLAS</i> )
Faculty Assembly Secretary	Anthamatten, Peter ( <i>Geography and Environmental Sciences, CLAS</i> )
Executive Committee Member	Baker, Eric ( <i>Library</i> )
Executive Committee Member	Beck, Thomas ( <i>Library</i> )
Executive Committee Member	Darbeheshi, Maryam ( <i>Mechanical Engineering</i> )
Executive Committee Member	Donnelly, Colleen ( <i>English, CLAS</i> )
Executive Committee Member	Hanson, Jared ( <i>Digital Education, SEHD</i> )
Executive Committee Member	Hinson, Brad ( <i>Digital Education, SEHD</i> )
Executive Committee Member	Shyu, Vivian ( <i>Psychology, CLAS</i> )
Executive Committee Member	Stahl, David ( <i>History, CLAS</i> )
Executive Committee Member	White, Diana ( <i>Mathematics, CLAS</i> )
Representative, Business	Fried, Linda ( <i>Management, Entrepreneurship</i> )
Representative, Business	Neumann, Bruce ( <i>Accounting, Health Administration</i> )
Representative, Business	Cunningham, Lawrence ( <i>Marketing</i> )
Representative, Business	See, Kelley ( <i>Management</i> )
Representative, CAM	Bondelevich, David ( <i>Music &amp; Entertainment Industry Studies</i> )
Representative, CAM	Schraeder, Jeffrey ( <i>Visual Arts</i> )
Representative, CAM	Jewett, Eric ( <i>Film and Television</i> )
Representative, CAP	Nemeth, Jeremy ( <i>Urban and Regional Planning</i> )
Representative, CAP	---
Representative, CLAS	Bland, Sondra ( <i>English</i> )
Representative, CLAS	Briles, Christy + Kelley, Lisa ( <i>Geography Environmental Sciences</i> )
Representative, CLAS	Duran-Aydintug, Candan ( <i>Sociology</i> )
Representative, CLAS	Erbert, Larry ( <i>Communication</i> )
Representative, CLAS	Friedson, Andrew ( <i>Economics</i> )
Representative, CLAS	Kelsey, Kathy ( <i>Geography and Environmental Sciences</i> )
Representative, CLAS	Ragland, Greg ( <i>Integrative Biology</i> )
Representative, CLAS	Ren, Xiojun ( <i>Chemistry</i> )
Representative, CLAS	Sullivan, Esther ( <i>Sociology</i> )
Representative, CLAS	Tomback, Diana ( <i>Integrative Biology</i> )
Representative, Engineering	Mancilla-David, Fernando ( <i>Energy and Power Systems</i> )
Representative, Engineering	Ra, Ilkeun ( <i>Computer Science</i> )
Representative, Engineering	---
Representative, Library	Johnson, Geoff ( <i>Library</i> )
Representative, Library	Seeber, Kevin ( <i>Library</i> )
Representative, Public Affairs	Gover, Angela ( <i>Public Affairs</i> )
Representative, Public Affairs	Schaible, Lonnie ( <i>Public Affairs</i> )
Representative, SEHD	deBay, Dennis ( <i>Science Education</i> )
Representative, SEHD	Steed, Elizabeth ( <i>Early Childhood Special Education</i> )
Representative, SEHD	Verma, Geeta ( <i>Science Education</i> )
Representative, SEHD	Gillanders, Christina ( <i>Early Childhood Education</i> )
Representative, UCDALI	Darbeheshi, Maryam ( <i>Mechanical Engineering</i> )
Representative, UCDALI	Spehn, Thomas ( <i>Political Science</i> )
Representative, FACAB	Roane, Timberly ( <i>Integrative Biology, CLAS</i> )
Representative, Retired Faculty	---

\* Voting members who missed three or more regular meetings were excluded from this list.

**Non-Voting Members**

Administrative Coordinator	Potter, Lee
Representative, Undergraduate	Casillas, Daniel
Representative, Graduate	---
Academic Planning Coordinator	Heredia, Mark
Vice Chan. for Diversity and Inclusion	---
Ass. Vice Chan. for Academic Affairs	Brennan, Joann