



Faculty Assembly

UNIVERSITY OF COLORADO **DENVER**

CU Denver Faculty Assembly Meeting

February 3, 2015

12:00 pm – 2:00 pm

Location: LSC – 14th Floor - Chancellor's Conf. Room

Agenda

- 12:00 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
Introductions / Announcements
- 12:05 PM** **Jeff Franklin, AVC for Undergraduate Experiences**
Undergraduate Experiences
- 12:20 PM** **Provost Rod Nairn, Office of the Provost**
Update
- 12:35 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
- Approval of December 2014 Minutes
 - Chair's Report
 - Bylaws
- 1:15 PM** **Mary Somerville, Director - Auraria Library**
Cindy Hashert, Associate Director of Education, Research, & Information Services
Auraria Library Presentation
- 1:30 PM** **Committee Reports / Campus Updates:**
- Academic Personnel Comm. (APC)
 - Budget Priorities Comm. (BPC)
 - Educational Policy & Planning Comm. (EPPC)
 - Faculty Advisory Comm. to Auraria Board (FACAB)
 - Learning, Educational Technology, Teaching & Scholarship (LETTS)
 - Auraria Library
 - Student Government Association (SGA)
 - UCD Assoc. of Lecturers & Instructors (UCDALI)
 - Diversity Committee (DC)
 - Diversity Sub-Committees:
 - Gay, Lesbian, Bisexual, Transgender, & Intersex (GLBTI)
 - Minority Affairs Committee (MAC)
 - Women's Issues Committee (WIC)
 - Disabilities Committee (DisC)
- 1:50 PM** **Old Business / New Business**
- 2:00 PM** **Adjourn**

Next Faculty Assembly Meeting

Tuesday – March 3, 2015

12:00 pm – 2:00 pm

LSC – 14th Floor - Chancellors Conference Room



Faculty Assembly
UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

February 2, 2014

12:00 pm - 2:00 pm

LSC – 14th Floor Chancellors Conf. Room

Minutes

- Attendees:** Troyann Gentile, Farah Ibrahim, Rebecca Hunt, Diane Turner, Tammy Stone, Judy Coe, Mike Radenkovic, John Ruhnka, Rod Muth, Travis Vermilye, Regina Kilkenny, Kathryn Cheever, John Ronquillo, Edward Dill, Pamela Laird, Lucy McGuffey, Jody Beck, Sam Walker, Linda Fried, Mark Pogrebin, Amy Vidali, Yufeng Han, Leo Bruederle, Ronica Rooks, Sarah Hagelin, David Tracer, Provost Nairn, Jeff Franklin, Mary Somerville, and Cindy Hashert
- 12:04 PM** **Joanne Addison, CU Denver Faculty Assembly Chair**
- Meeting brought to order
- 12:03 PM** **Jeff Franklin, AVC for Undergraduate Experiences**
Office of Undergraduate Experiences
- Jeff Franklin spoke with the group about High Impact Practices. After the last undergraduate symposium, the results showed the need for an increase in integrative learning and experiential learning. A task force has been formed to help identify the necessary steps to help with high impact practices and support best practices for students. If you have questions or ideas, please contact Jeff Franklin at Jeff.Franklin@ucdenver.edu. The handout can be found online at the CU Denver Faculty Assembly under meeting materials.
- 12:25 PM** **Provost Nairn – Office of the Provost**
Office of the Provost Updates
- **Space Updates:** Renovations will hopefully begin in the North Classroom if state funding becomes available. Backfill areas in the North Classroom and extension of the building are needed to help schools needing more space. There are also areas throughout Auraria that are being looked at for renovations.
 - **Current Searches:**
 - **CU Anschutz SOM Dean:** The SOM has announced that Dr. John Reilly will begin in April.
 - **Grad School:** The committee met over the weekend and will begin airport interviews. Please look for future announcements on upcoming campus visits.
 - **Business School Dean:** The committee has been reviewing applicants and will begin scheduling airport interviews soon.
 - **Title IX Coordinator:** The job description was re-advertised. There are many Universities that are looking at hiring for this position. Raul Cardenas and Regina Kilkenny will continue to support until a person is hired in this position.
 - **Director, Center for Faculty Development:** The ad has been posted and the committee will be reviewing applicants.
 - **CU Denver Chancellor:** The search committee is currently reviewing applicants.

12:38 PM

Joann Addison – CU Denver Faculty Assembly, Chair

Chairs Report

- **Approval of December 2014 Minutes:**

Motion to Approve: Farah Ibrahim

2nd: Sarah Hagelin

CU Denver Faculty Assembly unanimously approved with revisions.

- **Chancellors Search:** The committee is currently accepting applications. The hope is to have candidates on campus by April.
- **CU Denver Faculty Assembly Elections / Committee Chairs:** The CU Denver Faculty Assembly will hold leadership elections at the April Meeting. We will also be looking for people who are interested in becoming a Chair of a committee. If anyone is interested in running for a position please contact the current leadership/chairs or Karin Rees at Karin.Rees@ucdenver.edu.
- **FCQ Sub-committee:** This committee have been working on options for having a separate FCQ system from CU Boulder. More discussion to follow.
- **FIS Sub-committee:** This committee has been reviewing possible faculty information systems. The committee has reviewed options. There will be a webinar presentation at the March meeting.
- **Faculty Recognition Program:** Please remember to nominate your colleagues that deserve recognition for their work. Paper copies were available at the meeting and they can also be submitted via online through the CU Denver Faculty Assembly website or dropped off at the faculty assembly office in LSC, Suite 320.

12:47 PM

Mary Somerville, Director - Auraria Library

Cindy Hashert, Associate Director of Education, Research, & Information Services

Auraria Library Renovation Presentation

A presentation was shown on the recent renovations to the Auraria Library. After talking with faculty, students and staff prompted several ideas to make the library more user friendly.

The library is open 24x7 and facilitates around 6000+ people a day.

New features include; more areas for study space, more healthy food options, an Ask Us Desk, better way finding throughout the library, check in/check out stations, new/more furniture, the King Faculty room remodeled (key code required; faculty only), and the Discovery Wall, which can also be used for an open class space. If you would like a tour or to book the Discovery Wall, please contact Christy Hashert or the service desk.

Upcoming phases include; a Lawrence Street entrance, staircase remodel, HVAC replaced, courtyards updated, acoustics reviewed, and two new classrooms on the first floor.

A copy of the presentation can be found on line at the CU Denver Faculty Assembly website under the meeting materials page.

1:10 PM

Joanne Addison, Chair CU Denver Faculty Assembly

CU Denver Faculty Assembly Bylaw Revision Discussion

The CU Denver Faculty Assembly worked to update the Bylaws. A copy of the old bylaws were shown while the assembly reviewed and discussed the latest version. The changes will be made and sent to legal for review. Copies will be brought back to the assembly for final approval. Updates to follow.

1:47 PM

CU Denver Faculty Assembly Committee & Campus Reports:

- ***Auraria Library***: Presentation previously given. Please see handout at the faculty assembly website under meeting materials.
- ***Academic Personnel Committee (APC, Judy Coe)***: APC has been reviewing the draft and revised RTP policy, updating the APC operating procedures, Title IX, and Bullying and work environment issues, and salary adjustments.
- ***Budget Priorities Committee (BPC, David Tracer)***: BPC are exploring costs of a faculty information systems and a budget sent to the regents for a raise for both faculty and staff compensation.
- ***Educational Policy and Planning Committee (EPPC, Rebecca Hunt)***: EPPC will be meeting again at the end of the month. An update will be given then.
- ***Faculty Advisory Committee to the Auraria Board (FACAB, Leo Bruederle)***: FACAB will begin awarding an award, Faculty of Auraria, which will include a free parking pass for a year. Please look for future announcements on how to nominate.
- ***Learning, Educational Technology, Teaching & Scholarship Committee (LETTS)*** No report at this time.
- ***Diversity Committees***
 - ***Disabilities (DisC, Amy Vidali)*** The DisC committee has been working on a universal syllabi statement on disability and access. A handout was provided with the tentative statement and FAQ's. The committee is seeking feedback. This handout can be found on the faculty assembly website under meeting materials for review. Please send feedback to Amy Vidali at Amy.Vadali@ucdenver.edu. DisC is also working on finding a space for more resource oriented information for faculty, student, and staff on a website.
 - ***Gay, Lesbian, Bi-sexual, Transgender, & Intersex (GLBTI)*** GLBTI will be hosting a Safe-Zone Training for the faculty assembly on March 13th at 11am in the LSC. An invite will be sent out. If you have questions on this training, please contact Karin Rees at Karin.Rees@ucdenver.edu or at 303-315-2091.
 - ***Minority Affairs (MAC)*** No report at this time.
 - ***Women's Issues (WIC, Sarah Hagelin)*** WIC has been working on an administrative policy statement related to Title IX. They are also working on resources for Title IX as this moves forward.
- ***Student Government Association (SGA VP, Lola Johnson-Hagmoc)*** Student Government will be working on a wellness referendum. They are asking faculty to provide 5 minutes before class to raise awareness and get feedback. Students are also working on funding that they received for a Greek Life Feasibility Study.
- ***University of CO Denver Association of Lecturers and Instructors (UCDALI, Lucy McGuffey)*** UCDALI will be hosting a Spring Event on April 16th at 3:30pm with a roundtable with interested Deans. They are also working on the CLAS Grant Proposals and hope to be completed by the end of March. UCDALI would like to schedule time this semester with the Chancellor and the Provost as well as the Deans from CEAS, CAP, and SEHD.

1:58 PM

New Business / Old Business

2:02 PM

Meeting adjourn



Faculty Assembly

UNIVERSITY OF COLORADO **DENVER**

CU Denver Faculty Assembly Meeting

March 3, 2015

12:00 pm – 2:00 pm

Location: LSC – 14th Floor - Chancellor's Conf. Room

Agenda

- 12:05 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
Introductions / Announcements
- 12:10 PM** **Provost Rod Nairn, Office of the Provost**
Update
- 12:25 PM** **Jenna Mathison – Activity Insight**
Faculty System Webinar
- 1:00 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
- Approval of February 2015 Minutes
 - Chair's Report
 - Bylaws (Final Review and Vote)
 - Faculty Assembly Officer Election Discussion
- 1:20 PM** **Committee Reports / Campus Updates:**
- Academic Personnel Comm. (APC)
 - Budget Priorities Comm. (BPC)
 - Educational Policy & Planning Comm. (EPPC)
 - Faculty Advisory Comm. to Auraria Board (FACAB)
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 - Minority Affairs Committee (MAC)
 - Women's Issues Committee (WIC)
 - Disabilities Committee (DisC)
- 1:50 PM** **New Business / Old Business**
- 2:00 PM** **Adjourn**

Next Faculty Assembly Meeting

Tuesday – April 7, 2015

12:00 pm – 2:00 pm

LSC – 14th Floor - Chancellors Conference Room



Faculty Assembly
UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

March 3, 2015

12:00 pm - 2:00 pm

LSC – 14th Floor Chancellors Conf. Room

Minutes

Attendees: Farah Ibrahim, Judith Coe, Leo Bruederle, Jessica Sowa, Tammy Stone, Travis Vermilye, Diane Turner, Omer Sarwana, John Ronquillo, Mike Radenkovic, David Tracer, Rebecca Hunt, Bruce Neumann, Eric Baker, Lucy McGuffey, Sam Walker, Kathryn Cheever, Sarah Hagelin, Pamela Laird, Yufeng Han, Edward Dill, Hans Rosenwinkel, Jody Beck, Ronica Rooks, John Ruhnke, Laura Goodwin, and Provost Nairn

12:06 PM **Joanne Addison, CU Denver Faculty Assembly Chair**

- Meeting brought to order

12:07 PM **Provost Nairn – Office of the Provost**

Office of the Provost Updates

- **Current Searches:**
 - **Grad School Dean:** The final candidates have been meeting with each of the campuses. Please look for future open forums to meet with candidates.
 - **Business School Dean:** The committee has been reviewing applicants and have recommended finalists.
 - **Title IX Coordinator:** The committee continues to gather recommendations for candidates and discussing compliance issues.
 - **Center for Faculty Development, Director:** The search committee is currently reviewing applicants.
 - **CU Denver Chancellor:** The search committee is currently reviewing applicants.
- **Other Updates:**
 - **BOR Meeting:** The meeting with the Board of Regents went well. Much of the discussion was on budget and fees.
 - **OMBUDS:** The OMBUDS office is meeting needs at this time. Future structure and options for a faculty OMBUDS will be reviewed in the future. Joanne announced that there have been a few instances where the office was not able to assist and the assembly was contacted. Faculty have voiced that they would like to have a person in that office with faculty experience.
 - **CU Online:** The CU Chancellors continue to work at the system level to discuss online options. The campus level strike force has been working on a report and discussing different academic titles for this initiative. The budget and other financial options are being reviewed through BPC. Faculty Assembly has asked that the person in charge of the CU Denver online initiative have academic oversight and to work with the current faculty pool and hire within units and departments.

12:39 PM

Christine Stroup-Benham, Office of Institutional Research & Effectiveness

Jenna Mathison – Digital Measures

Christine Stroup-Benham gave a background on the options of having a faculty information system. Discussion for this need has been occurring on both the CU Denver and CU Anschutz campuses. Jenna Mathison is a representative for the company Digital Measures that provides software for higher education to collect information and help provide a housing for reports and options for a proposed online eFRPA. Activity Insight is a centralized database that would pull information from PeopleSoft and HRMS. There wouldn't be a need for faculty to input new information. This is becoming a standard in universities across the United States. Jenna ran through several of the screens and areas of the system that faculty would become familiar with. Benefits include; housing of faculty information in one database, including evaluations, and data / reporting available for administration. If you have any questions, please email Christine Stroup-Benham at Christine.Stroup-Benham@ucdenver.edu or Jenna Mathison at jmathison@digitalmeasures.com.

1:30 PM

Joann Addison – CU Denver Faculty Assembly, Chair

Chairs Report

- **Approval of February 2015 Minutes:**
Motion to Approve: John Ruhnka
2nd: Rod Muth
CU Denver Faculty Assembly; unanimously approved
- **CU Denver FA Bylaws:** Legal is reviewing the bylaws. Once we have compiled the final version, it will be brought back to the assembly for a vote.
- **Chancellors Search:** Candidates will hopefully be on campus in April. Updates to follow.
- **CU Denver Faculty Assembly Elections / Committee Chairs:** The CU Denver Faculty Assembly will hold leadership elections at the May Meeting. We will also be looking for people who are interested in becoming a Chair of a committee. If anyone is interested in running for a position please contact the current leadership / chairs or Karin Rees at Karin.Rees@ucdenver.edu.
- **Retirement Benefit Changes:** Lisa Landis will be presenting changes to Retirement Benefits at the next meeting.

1:40 PM

CU Denver Faculty Assembly Committee & Campus Reports:

- **Auraria Library:** No report at this time.
- **Academic Personnel Committee (APC, Judy Coe):** APC has been discussing the Excellence in Scholarship, Teaching and Learning, faculty grievance reviews, workplace environment, climate issues, and bullying on campus.
- **Budget Priorities Committee (BPC, David Tracer):** Nothing more to report from other budget updates given by the Provost.
- **Educational Policy and Planning Committee (EPPC, Rebecca Hunt):** EPPC has been looking at a resolution on HIP's. Discussion included a survey of current HIPs currently being done to be collected and made into a database.
- **Faculty Advisory Committee to the Auraria Board (FACAB, Leo Bruederle):** FACAB met Monday, 2 March and discussed criteria for selecting a recipient for the Friends of Auraria Award that will be new this spring. In addition, FACAB representatives from the three institutions are collecting information regarding diversity initiatives on the Auraria Campus, with a goal of working with the Downtown Denver Initiative to better promote these to the

community.

- **Learning, Educational Technology, Teaching & Scholarship Committee (LETTS, Jessica Sowa)** LETTS has been reviewing FCQ data and response rates for online courses.
- **Disabilities Committee (DisC, Leo Bruederle)** The FA DisC met Thursday, February 26th and continued to discuss the universal syllabus statement addressing disabilities. Based upon feedback from FA and the CFD, it was decided to take a grassroots approach to implementation beginning with CLAS. There has been no progress identifying a home for web-based resources for: 1) faculty with disabilities and 2) faculty working with students with disabilities. As such, it was determined to again work with CLAS to update that website with a goal of linking it at high-profile sites (e.g., FA, HR). Subsequently on Monday, March 2nd, Amy Vidali and Leo Bruederle met with Lisa McGill (Director, DRS) and Susan Rexroth (Assistant Director, DRS) to discuss collaborating on a variety of issues relevant to faculty working with students with disabilities. Amy and Leo will also serve on the DRS Advisory Committee, which is being established by Susan.
- **Gay, Lesbian, Bi-sexual, Transgender, & Intersex Committee (GLBTI)** GLBTI will be hosting a Safe-Zone Training through the Faculty Assembly on March 13th at 11am in the LSC. Please look for an announcement to register. If you have questions on this training, please contact Karin Rees at Karin.Rees@ucdenver.edu or at 303-315-2091.
- **Minority Affairs Committee (MAC, Farah Ibrahim)** MAC is hosting an event on FCQs on April 3rd. A flyer was handed out at the meeting. Please look for future announcements on how to register.
- **Committee on the Status of Women (CSW, Sarah Hagelin)** WIC has been working on an administrative policy statement and training related to Title IX. They are also working on resources for Title IX as this moves forward. The committee has officially changed the name from Women's Issues Committee to the Committee on the Status of Women.
- **Student Government Association (SGA, Omer Sarwana)** Student Government will be working on a wellness referendum. They are asking faculty to provide 5 minutes before class to raise awareness and get feedback. Students are also working on funding that they received for a Greek Life Feasibility Study. SGA will now be working with a Graduate Assistant Study on Greek Life.
- **University of CO Denver Association of Lecturers and Instructors (UCDALI, Pam Laird)** UCDALI will be meeting with Provost Nairn and AVC Goodwin on March 13th. The spring 2015 Event on April 16th at 3:30pm-5:00pm on NTTF Service. The CLAS NTTF Professional Development Applications are due March 20th.

1:55 PM **New Business / Old Business**

2:00 PM **Meeting adjourn**



CU Denver Faculty Assembly Meeting

April 7, 2015

12:00 pm – 2:00 pm

Location: LSC – 14th Floor - Chancellor's Conf. Room

Agenda

- 12:00 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
Introductions / Announcements
- 12:05 PM** **Provost Rod Nairn, Office of the Provost**
Update
- 12:30 PM** **Regent Linda Shoemaker**
- 1:00 PM** **Lisa Landis, Associate Vice President and CHRO – CU Employee Services**
Retirement Benefit Changes
- 1:15 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
- Approval of March 2015 Minutes
 - Chair's Report
 - Faculty Assembly Officer Election Nominees
- 1:30 PM** **Zack Strober, Director of Events**
New Student Convocation Volunteers
- 1:40 PM** **Committee Reports / Campus Updates:**
- Educational Policy & Planning Comm. (EPPC)
 - Academic Personnel Comm. (APC)
 - Budget Priorities Comm. (BPC)
 - Learning, Educational Technology, Teaching & Scholarship (LETTS)
 - Faculty Advisory Comm. to Auraria Board (FACAB)
 - Auraria Library
 - Student Government Association (SGA)
 - UCD Assoc. of Lecturers & Instructors (UCDALI)
 - Gay, Lesbian, Bisexual, Transgender, & Intersex (GLBTI)
 - Minority Affairs Committee (MAC)
 - Committee on the Status of Women (CSW)
 - Disabilities Committee (DisC)

1:55 PM New Business / Old Business

Whereas the Administration's announced changes to the CU retirement plans has not been approved by the Denver Faculty Assembly,

Whereas the Administration's announced changes have not been approved by any faculty governance unit,

Whereas the Administration's announced changes were not developed in concert with any elected faculty governance unit,

Therefore, be it resolved that the Denver Faculty Assembly recommends to the Board of Regents that the Administration's announced changes to the CU retirement plans shall be delayed until the following conditions are resolved:

1. That the scope and duration of any and all 'hidden fees' associated with each CU retirement plan shall be fully disclosed.
2. That opportunities for diversification of retirement plan vendors shall be continued.
3. That the CU Administration and TIAA/CREF shall guarantee to provide full restitution for any and all expenses and market value declines associated with any employee's transfer of funds during the transition to a new retirement plan.
4. That any and all inducements provided by CU and/or TIAA/CREF or any other retirement plan vendor shall be fully disclosed.

Thank you for your consideration.

Bruce R. Neumann, Ph.D.

Professor of Accounting and Healthcare Financial Management

Business School, University of Colorado Denver

2:00 PM Adjourn

Next Faculty Assembly Meeting

Annual Meeting with CU Anschutz Faculty Assembly (videoconference)

Tuesday – May 5, 2015

12:00 pm – 2:00 pm

LSC – 14th Floor Chancellors Conference Room



Faculty Assembly
UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

April 7, 2015

12:00 pm - 2:00 pm

LSC, 14th Floor Chancellors Conf. Room

Minutes

Attendees: David Tracer, Judith Coe, Farah Ibrahim, Rebecca Hunt, Diane Turner, Tammy Stone, John Ruhnka, John Wyckoff, Bruce Neumann, M. Radenkovic, Sarah Hagelin, Travis Vermilye, Jody Beck, Lucy McGuffey, Pam Laird, Ronica Rooks, Leo Bruederle, Eric Baker, Sam Walker, Edward Dill, Yufeng Han, John Ronquillo, Weldon Lodwick, Mark Pogrebin, Lisa Landis, Laura Goodwin, Provost Nairn, Regent Shoemaker, and Joanne Addison

12:06 PM **Joanne Addison, CU Denver Faculty Assembly Chair**

- Meeting brought to order
- CU Denver Faculty Assembly Leadership Elections – Joanne announced the nominees that were received for the faculty assembly leadership elections. The nominations were closed and the assembly voted by acclamation. The leadership for next year will be; Joanne Addison (Chair), Sarah Hagelin (Vice-Chair), and Lucy Dwight (Secretary).
- Joanne reminded the Chairs of the Committees to hold their elections by the end of the semester.

12:07 PM **Provost Nairn – Office of the Provost**

Office of the Provost Updates

- **Scholarship of Teaching and Learning**
 - Provost Nairn discussed a memo that he received from the APC. Provost Nairn is in full support of the Scholarship of Teaching and Learning. Provost Nairn has actually published and done a study on Scholarship of Teaching and Learning. As far as the P & T process, this can be part of education for some people, if it becomes publication. For the APS, Multiple Methods of Teaching Evaluation, the Deans have been reminded. The VCAC has been asked by Provost Nairn to review this during dossier reviews. There are a range of items in the APS that would qualify for the multiple methods of teaching evaluation. Provost Nairn likes to see more peer evaluation but that can be difficult in the smaller schools and colleges.
- **Current Searches:**
 - **CU Denver Chancellor:** The candidates are in the process of being scheduled for campus visits by the end of the month. Please look for future announcements on this event.
 - **Chief Financial Officer / Sr. Vice Chancellor for Administration & Finance:** Provost Nairn will be chairing this search. The committee held their first meeting recently and will be working with a search firm that specializes in CFO searches. The hope is to have someone in the position by September to overlap with Jeff Parker who will be retiring by

the end of the year. It was requested by the BPC Chair (David Tracer) that a representative from BPC serve on the CFO Search. If it is too late to add a BPC member, it was requested that the BPC be able to interview the finalists when they are on campus.

- **Business School Dean:** The committee determined no qualified candidates from this round of interviews. An interim Dean will be selected, Provost Nairn has asked for nominees by Thursday, April 9th. The search will restart and a search consultant will be used.
- **Grad School Dean:** The preferred candidate will be back for more interviews. Please look for future announcements.
- **Title IX Coordinator:** A finalists is coming for campus interviews. Regina Kilkenny and Raul Cardenas will continue to coordinate until someone is hired. Discussion includes; compliance, education, policies, and resources. Training will likely begin in the fall.
- **Center for Faculty Development, Director:** Four Finalists will be coming to campus. Please look for future announcements on public presentations.
- **Other Updates:**
 - **BOR Meeting:** The meeting with the Board of Regents went well and the budget discussion concluded. All passed, there was a little money from the state for both campuses. The financial teams within the schools and colleges will disseminate the information soon.
 - **CU Online initiative:** There has been continued discussion at the system level regarding online. There are several groups that are meeting; a Provost group, a CFO group, an IT group, and a marketing group to look at how we might move forward system wide. It was discussed to have a "CU On-Demand" that would be an umbrella and house a website that would list all current available online classes. The Provosts have been asked to review the registration process and help streamline for students. Other discussion has included governance structure, faculty participation, faculty guidance and ongoing resources, and support from CU Online on hybrid courses.
 - **CU Online Symposium (CLAS Only):** Friday, April 10, 2015, North Classroom from 10:00 am-4:30pm.
 - Pam Laird thanked Provost Nairn for his quick response and discussion on the importance of a Faculty OMBUDS. Regina Kilkenny will help move this forward. The structure in the OMBUDS Office will need to be finalized.

12:39 PM

CU Denver Faculty Assembly Committee & Campus Reports:

- **Approval of February 2015 Minutes:**

Motion to Approve: Sarah Hagelin
2nd: Farah Ibrahim
CU Denver Faculty Assembly; unanimously approved
- **Educational Policy and Planning Committee (EPPC):** No report at this time. The next meeting will be on April 21st at 11:15am in the Student Commons Building, 3rd Floor.
- **Academic Personnel Committee (APC)** The committee continues to work on the academic bullying documents and a faculty grievance to review.
- **Budget Priorities Committee (BPC):** BPC has approved their operating procedures and goals. The BOR meeting approved a 3% compensation pool for faculty and staff.

12:44 PM

Regent Linda Shoemaker

Regent Linda Shoemaker (2nd Congressional District) came to introduce herself and meet with the faculty assembly. Linda shared some of her passions for the CU Denver campus and her visions to see it continue to be successful. If you would ever like Regent Shoemaker to attend a meeting, please contact her at Linda.Shoemaker@cu.edu.

1:07 PM

Lisa Landis, Associate Vice President and CHRO – CU Employee Services

Retirement Benefit Changes

Lisa Landis provided a background on retirement benefits and reviewed the recent changes made. TIAA-CREF was announced to be the new carrier for our retirement benefit program. There will be several on campus seminars and can also be contacted for individual appointments to address anyone's retirement concerns. A website has also been created to review information and updates. <https://www.cu.edu/employee-services/retirement-transition>.

1:38 PM

Zack Strober, CU Denver Director of University Events

New Student Convocation

Zack Strober requested feedback and advice on how to have more faculty involvement in the annual New Student Convocation. This year the event will be held on Friday, August 14th at 5pm in the PE Event Center. Some suggestions included; changing the time, gaining more support from the Deans/Chancellor/Provost to have time to attend by changing other meeting times, and to have support from campus leadership to allow for more service type activities. If you would like to volunteer or have any questions, please contact Zack Strober at Zack.Strober@ucdenver.edu.

1:45 PM

Joann Addison, CU Denver Faculty Assembly - Chair

Chairs Report

- **CU Denver FA Bylaws:** Legal is still in the process of reviewing the bylaws. Once we have compiled the final version, it will be brought back to the assembly for a final vote.

1:40 PM

CU Denver Faculty Assembly Committee & Campus Reports:

- **Auraria Library:** No report at this time.
- **Faculty Advisory Committee to the Auraria Board (FACAB):** The Advisory Committee met Monday, 7 April, and discussed diversity initiatives at the three institutions, along with mechanisms by which to collaborate with the Downtown Denver Partnership to the mutual benefit of all parties. To that end, FACAB is collecting initiatives and contacts from institutional representatives. CEO Barb Weiske summarized the Board Meeting and discussed the plan for the Tivoli Park. Additional discussion addressed specific concerns regarding parking, traffic flow into the Auraria Campus, and campus signage. The next meeting is Monday, 4 May.
- **Learning, Educational Technology, Teaching & Scholarship Committee:** No report at this time.
- **Disabilities Committee (DisC, Leo Bruederle)** FA DisC met Thursday, 2 April, during which Leo Bruederle and Amy Vidali summarized their meeting with Lisa McGill (Director) and Susan Rexroth (Assistant Director) of Disabilities Resources and Services, including representation of FA DisC on a DRS Advisory Committee. Amy then presented a sample Disabilities Compliance Report prepared by AHEAD, within the context of a FA DisC initiative to bring AHEAD to CU Denver. Regarding previous discussions surrounding a website for

faculty with disabilities and faculty working with students with disabilities, Amy reported that Diversity and Inclusion has agreed to host such a site. As a follow-up on the universal syllabus statement, it was decided to table this initiative until the website has been completed. The next meeting is Thursday, 30 April.

- **Gay, Lesbian, Bi-sexual, Transgender, & Intersex Committee (GLBTI)** No report at this time.
- **Minority Affairs Committee (MAC, Farah Ibrahim)** MAC hosted an event on April 3rd that was well attended. The committee will meet soon to discuss the outcomes and will present to the assembly in May.
- **Committee on the Status of Women (CSW)** WIC has been working new Title IX APS Statements, discuss findings from the recent survey, and will be partnering with Carissa Weaver (Women's Resource Center) for advocacy work on lactation rooms and bathrooms, etc. This will be ongoing work.
- **Student Government Association (SGA)** The Student Government has been working on informing people of the Wellness Center in preparation for the next Board of Regents Meeting. SGA elections will be held soon. Other discussion include; Tivoli Bond Fee, RTD Buss Pass Charges, and the Greek Life Feasibility Study.
- **University of CO Denver Association of Lecturers and Instructors (UCDALI)** No report at this time.

1:55 PM

New Business / Old Business

New Business:

- Whereas the Administration's announced changes to the CU retirement plans has not been approved by the Denver Faculty Assembly,
- Whereas the Administration's announced changes have not been approved by any faculty governance unit,
- Whereas the Administration's announced changes were not developed in concert with any elected faculty governance unit,

Therefore, be it resolved that the Denver Faculty Assembly recommends to the Board of Regents that the Administration's announced changes to the CU retirement plans shall be delayed until the following conditions are resolved:

1. That the scope and duration of any and all 'hidden fees' associated with each CU retirement plan shall be fully disclosed.
2. That opportunities for diversification of retirement plan vendors shall be continued.
3. That the CU Administration and TIAA/CREF shall guarantee to provide full restitution for any and all expenses and market value declines associated with any employee's transfer of funds during the transition to a new retirement plan.
4. That any and all inducements provided by CU and/or TIAA/CREF or any other retirement plan vendor shall be fully disclosed.

Thank you for your consideration.

Bruce R. Neumann, Ph.D.

Professor of Accounting and Healthcare Financial Management
Business School, University of Colorado Denver

Joanne announced this motion at the meeting, but will wait to be voted on at the next meeting when/if a quorum can be reached.

1:57 PM

Meeting adjourn



Faculty Assembly
 UNIVERSITY OF COLORADO
 DENVER | ANSCHUTZ MEDICAL CAMPUS

CU Denver & CU Anschutz Medical Campus Annual Faculty Assembly Meeting

Tuesday, May 5, 2015

12:00 pm – 2:00 pm

CU Denver Campus – LSC, Chancellor’s Conf. Room
 CU Anschutz Medical Campus - Academic 1, 7th Floor Board Room

Agenda

12:00 PM **Joanne Addison, CU Denver Faculty Assembly Chair**
David Port, CU Anschutz Medical Campus Chair
 Introductions / Announcements

12:15 PM **CU Denver Interim Chancellor Jerry Wartgow &**
CU Anschutz Medical Campus Chancellor Don Elliman
 Chancellor Updates

12:45 PM **Provost Rod Nairn, Office of the Provost**
 Provost Updates

Meetings continue separately at 1:00 pm

1:05 PM **Joanne Addison, CU Denver Faculty Assembly Chair**

- Approval of April 2015 Minutes
- Chair’s Report
- Review of Bylaws
- CU Denver Faculty Assembly Vice-Chair Announcement

1:15 PM **Committee Reports / Campus Updates: End of Year Wrap Up**

- Educational Policy & Planning Comm. (EPPC)
- Academic Personnel Comm. (APC)
- Budget Priorities Comm. (BPC)
- Learning, Educational Technology, Teaching & Scholarship (LETTS)
- Faculty Advisory Comm. to Auraria Board (FACAB)
- Auraria Library
- Student Government Association (SGA)
- UCD Assoc. of Lecturers & Instructors (UCDALI)
- Gay, Lesbian, Bisexual, Transgender, & Intersex Committee (GLBTI)
- Minority Affairs Committee (MAC)
- Committee on the Status of Women (CSW)
- Disabilities Committee (DisC)

1:40 PM **New Business / Old Business**

- New Business: Online FCQ
- Amended / Past Motion(s):

Please substitute this motion on the May agenda:

Whereas the Administration's announced changes to the CU retirement plans has not been approved by the Denver Faculty Assembly,

Whereas the Administration's announced changes have not been approved by any faculty governance unit,

Whereas the Administration's announced changes were not developed in concert with any elected faculty governance unit,

Whereas there is no logical or coherent reason why retirees should have their retirement portfolios disrupted and reassigned, unless by individual choice,

Therefore, be it resolved that the Denver Faculty Assembly recommends to the Board of Regents that the Administration's announced changes to the CU retirement plans shall be modified to permit:

1. Each individual employee (and retiree) to choose whether to transfer existing retirement accounts to TIAA-CREF.
2. At least one of the existing deselected vendors (Vanguard or Fidelity) shall be retained to share in the record-keeping duties; employees will select their preferred record-keeper.

In the event that the above two changes cannot be implemented on a timely basis, through appropriate negotiations and contract modifications, then the announced implementation of changes in the retirement plans shall be delayed indefinitely until the following concerns are thoroughly considered by campus faculty assemblies, by Faculty and Staff Councils, and by the RFA :

1. That the scope and duration of any and all 'hidden fees' associated with each CU retirement plan shall be fully disclosed.
2. That opportunities for diversification of retirement plan vendors shall be continued.
3. That the CU Administration and TIAA / CREF shall guarantee to provide full restitution for any and all expenses and market value losses associated with any employee's transfer of funds during the transition to a new retirement plan.
4. That any and all inducements provided to CU by TIAA / CREF or any other retirement plan vendor shall be fully disclosed and that any hidden commissions, profit-sharing, or similar ongoing fiscal relationships shall be fully disclosed.

Thank you for your consideration.

Bruce R. Neumann, Ph.D.

Professor of Accounting and Healthcare Financial Management – Business School

2:00 PM Adjourn

Next CU Denver Faculty Assembly Meeting

Tuesday – September 1, 2015

12:00 pm – 2:00 pm

LSC – 14th Floor Chancellors Conference Room



Faculty Assembly

UNIVERSITY OF COLORADO DENVER

Annual CU Anschutz Medical Campus & CU Denver Faculty Assembly Meeting

May 5, 2015

12:00 - 2:00 pm

Academic 1 Building, 7th Floor Board Room

Minutes

Attendees: Joanne Addison, Rebecca Hunt, Leo Bruederle, Sarah Hagelin, Pamela Laird, Denise Pan, Farah Ibrahim, Andy Rumbach, Bruce Neumann, Eric Baker, Mark Pogrebin, Lucy McGuffey, Lucy Dwight, Tammy Stone, Yufeng Han, John Ruhnka, Sam Walker, Edward Dill, Kathryn Cheever, Weldon Lodwick, David Bondelevitch, Ronica Rooks, Provost Nairn, Regina Kilkenny, Chancellor Wartgow, and Laura Goodwin

12:00 pm **Dr. David Port - CU Anschutz Faculty Assembly, Chair**
Dr. Joanne Addison - CU Denver Faculty Assembly, Chair

- Meeting called to order

12:15 pm **Chancellor Elliman and Chancellor Wartgow**

Chancellor Office Updates

The Chancellors talked about the future for each of the campuses. Focuses for CU Anschutz Medical Campus include; helping the new SOM Dean, marketing, philanthropy, structure, CU online course opportunities, and current searches (TTO and Title IX Coordinator).

Focuses for CU Denver Campus include; the Chancellor Search, CU online course opportunities, and ongoing budgets and finance discussions.

Campus focuses include:

- The new Inter-disciplinary Building
- 30 acres of FRA land is likely to be acquired in the area north of Montview and East of Peoria up to the biosciences buildings
- RTD construction will disrupt campus. Will require street closures. Updates to follow.
- When VA construction is complete it will bring 3,000 more people to the campus.
- Student Health Center (AMC) will be opening in the fall and will probably be placed the Health and Wellness Center, 2nd floor.
- The active search to replace CFO, Jeff Parker is ongoing.
- University of Colorado On-Demand – This initiative has been developed from discussion from all 4 of the Campus Chancellors. Marketing of online opportunities at CU Denver | CU Anschutz Medical Campus and working on building the existing CU Online will continue. If you are interested on sitting on any of the committees, please contact Chancellor Wartgow.

12:40 pm

Provost Nairn

Office of the Provost Updates

- P & T Committee: Most preliminary letters are complete with the remaining letters to be sent out soon.
- Chief Financial Officer Search: A search firm will be used for this position. The hope is to have airport interviews by mid-June and a start date of September 1st. The focus would be for the AMC. Currently Lisa Douglas is serving as the CU Denver CFO. Leadership will try to keep the faculty informed over the summer break.
- Grad School Dean: The preferred candidate will be announced soon.
- Title IX Coordinator: There are currently 4 finalists with 1 person that visited campus. Input received from faculty determined a different expertise needed for this role. The interim coordinator at this time will be Nelia Viveiros. Leadership is also looking to hire a Deputy Title IX Coordinator with a more centric student focus. J. Anthony Antuna will remain the investigator at this time. Federal compliance has asked that a comprehensive climate survey on sexual assault be done soon. (Fall 2015)
- Business School Dean: Currently there are no qualified candidates that will be considered for this position. The internal Interim Dean at this time will be Gary Kochenberger. When the search resumes, a search firm will be used.

Meetings continued separately

12:54 pm

Chancellor Wartgow

CU Denver Campus Updates

- **CU Denver South Location**: The transition is going smoothly. Programs are being reviewed to start in the fall. CU South will be working on marketing and renovation for more classroom space and faculty offices.
- **CU Denver History Day**: Late last evening legislative approved funding for History Day for internships. CU Denver will continue to support this initiative. This includes internships in high schools across the state to be run through CU Denver. This is a great recruitment and outreach opportunities. Pam Laird provided information on the most recent History Day (May 2, 2015); 693 students participated from around the state with parents, families, friends, and teachers on campus. The program touches over 15,000 students from middle school to high school.
- **Campus Village Apartments**: The Campus Village Apartments are not owned by CU. A lawsuit was recently brought against the CU Real Estate Foundation regarding freshman residency which CUREF is appealing. CU has lifted the freshman residency requirements in lieu of this lawsuit at this time and won't be giving preference to Campus Village over the other 2 student residencies that offer housing near campus.
- **CU Denver Wellness Center**: The CU Denver Student Government Association worked to get a proposed health and wellness center on the CU Denver Campus. The student's fees will raise \$12/credit hour. There was an initial commitment of \$5 million from CU Health to help lower those fees. There has also been discussion with the Denver Broncos and other participants.
- **Center for Faculty Development Director Search**: There are 4 candidates that will be coming for campus interviews in the next week. Updates to follow.
- **Commencement**: Please try to attend commencement to support students.

1:21 pm

Joann Addison, CU Denver Faculty Assembly - Chair
Chairs Report

- **Approval of April 2015 Minutes:**
Motion to approve (with revisions): John Ruhnka
2nd: Rebecca Hunt
CU Denver Faculty Assembly; unanimously approved with revisions
- **CU Denver FA Bylaws:** Legal is still in the process of reviewing the bylaws. Once we have compiled the final version, it will be brought back to the assembly for a final vote. APC will likely have revisions to their operating procedures and MAC is looking at changing the committee name.
- **Faculty Recognition Program:** Please remember to nominate your peers for their work that is above and beyond. Please find more information on this program at http://www.ucdenver.edu/faculty_staff/faculty/assembly/downtown/Pages/Faculty-Recognition-Program.aspx.
- **CU Denver Faculty Assembly Leadership:** Sarah Hagelin will be unable to serve as Vice-Chair of the CU Denver Faculty Assembly next year. Farah Ibrahim nominated Denise Pan (Auraria Library), and Pam Laird seconded the motion. The assembly voted by acclimation; Denise Pan will be the new Vice-Chair.

1:28 pm

CU Denver Faculty Assembly Committee & Campus Reports:

- **Educational Policy and Planning Committee (EPPC):** EPPC has been working on a resolution of the Campus Wide HIP was presented with revisions. The document will continue to be reviewed at the next meeting. Many of the faculty are already doing many of these practices.
- **Academic Personnel Committee (APC):** Pam Laird thanked Laura Goodwin for her continued guidance and support of the APC. The eFERPA is still being reviewed to be the most user friendly. If you have any comments or concerns, please contact Pam Laird. APC will continue to meet over the summer. CU currently has a student bullying policy, but one is needed for faculty and staff which APC has been working on. APC continues looking at a grievance process and discussion included possibility of a faculty mediator office (with records) or working to get a Faculty OMBUDS representative. APC Officer elections will be held soon.
- **Budget Priorities Committee (BPC):** BPC did not meet this month. The committee has been working on finalizing Operating Procedures.
- **Auraria Library:** No report at this time
- **Faculty Advisory Committee to the Auraria Board (FACAB):** FACAB held the last meeting of AY 2014-15 on Monday, 4 May 2015. Discussion centered around accomplishments of AY 2014-15, including the development of the Faculty Friend of Auraria Award, which will be implemented beginning AY 2015-16. Each institution will select a recipient, for a total of three awards. The AY 2015-16 chair will be from MSU Denver. Leo Bruederle will be stepping down from FACAB. The new CU Denver FACAB Reps will be; Rafael Sanchez and Timberley Roane.
- **Learning, Educational Technology, Teaching & Scholarship Committee (LETTS):** No report at this time.
- **Disabilities Committee (DisC):** The DisC met Thursday, 30 April 2015. Barbara Walker and Edward J. Dill (Psychology Services Clinic, Department of Psychology)

and Patricia Larsen (Student and Community Counseling Center) provided an overview of the services these offices provide to students and the larger community; these are summarized in the April FA DisC minutes. The Office of Diversity and Inclusion has agreed to host a website for faculty working with students with disabilities through which this will be summarized and disseminated. The last meeting of the year will be 14 May 2014.

- Gay, Lesbian, Bi-sexual, Transgender, & Intersex Committee (GLBTI): GLBTI has been working with Raul Cardenas for the Gay Pride Parade. The next GLBTI Symposium will be on November 13, 2015 at the UCCS campus. Please look for future announcements to register for this event. The Safe Zone Training was successful and will be looked at to be a regular event for faculty and staff to attend.
- Minority Affairs Committee (MAC): MAC finished up their workshop forum for best practices for FCQs. The event was held April 3rd and 22 participants over all departments attended. Concerns included; where do FCQs fall in the review process for P & T and are faculty reviewing for promotion and tenure do they have knowledge of statistical information. A report was created with the results and recommendations. The report was handed out for review.
- Committee on the Status of Women (CSW): The CSW continues to work with the Title IX Coordinator on training, the FMLA policy, and will continue to work with Women's Resource Center on concerns with facilities on campus.
- Student Government Association (SGA): The SGA is very proud of all the hard work that went into the Wellness Center initiative. Credit was given to upper administration, student leadership and the student body as a whole for their hard work and collaboration to bring a wellness center to the campus. SGA will now be working with the planning committee on the needs for the campus. David Heisler and Omer Sarwana were elected as President and Vice-President of SGA.
- University of CO Denver Association of Lecturers and Instructors (UCDALI): UCDALI has been working on plans for the next year. They held their spring event to discuss how service looks for NTTF. Leadership from every school and college were able to attend. There were 6 recipients for the CLAS NTTF Professional Development Grants this past spring. UCDALI will be working on the non-CLAS Professional Development Grants for the fall.

1:45 pm

New Business / Old Business

New Business:

FCQ's: Discussion of having FCQ's fully online. The return rate is normally low and not a good representative. Some suggestions included having students fill them out in class, available on a mobile platforms, or stations where students could access them through their student number.

**** Discussion included – options on how to get more responses; require them to be completed in class, make a mobile platform available or work stations that would be available on campus linked to each student number. This will continue to be discussed in the fall. ****

Old Business:

- Whereas the Administration's announced changes to the CU retirement plans has not been approved by the Denver Faculty Assembly,
- Whereas the Administration's announced changes have not been approved by any faculty governance unit,
- Whereas the Administration's announced changes were not developed in concert with any elected faculty governance unit,

Therefore, be it resolved that the Denver Faculty Assembly recommends to the Board of Regents that the Administration's announced changes to the CU retirement plans shall be delayed until the following conditions are resolved:

1. That the scope and duration of any and all 'hidden fees' associated with each CU retirement plan shall be fully disclosed.
2. That opportunities for diversification of retirement plan vendors shall be continued.
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4. That any and all inducements provided by CU and/or TIAA/CREF or any other retirement plan vendor shall be fully disclosed.

**** The motion was discussed and voted on; 3 in favor, 4 not in favor, and 8 members abstained from voting. It was proposed to have a simpler statement. ****

2:00 pm Meeting adjourn

CU Denver Faculty Assembly Meeting

September 1, 2015

12:00 pm – 2:00 pm

Location: LSC – 14th Floor - Chancellor's Conf. Room

Agenda

- 12:00 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
Introductions / Announcements
- 12:05 PM** **Office of the Provost**
- 12:15 PM** **Regent Irene Griego**
- 12:35 PM** **Nelia Viveiros, Special Assistant to the Provost and Title IX Coordinator**
Title IX Update
- 1:05 PM** **Leanna Clark, Vice Chancellor of University Communications**
Karen Klimczak, Associate Vice Chancellor, Marketing and Brand Strategy
University Communications Update
- 1:25 PM** **Peter Knudsen, Office of Institutional Planning**
North Classroom Discussion
- 1:35 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
- Approval of May 2015 Minutes
 - Chair's Report
 - CU Denver FA Bylaws
- 1:50 PM** **Committee Reports / Campus Updates:**
- Academic Personnel Comm. (APC)
 - Budget Priorities Comm. (BPC)
 - Educational Policy & Planning Comm. (EPPC)
 - Learning, Educational Technology, Teaching & Scholarship (LETTS)
 - Faculty Advisory Comm. to Auraria Board (FACAB)
 - Auraria Library
 - Student Government Association (SGA)
 - UCD Assoc. of Lecturers & Instructors (UCDALI)
 - Gay, Lesbian, Bisexual, Transgender, & Intersex (GLBTI)
 - Minority Affairs Committee (MAC)
 - Committee on the Status of Women (CSW)
 - Disabilities Committee (DisC)
- 1:55 PM** **New Business / Old Business**

Next CU Denver Faculty Assembly Meeting

Tuesday – October 6, 2015

12:00 pm – 2:00 pm

LSC – 14th Floor Chancellors Conference Room



Faculty Assembly

UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

September 1, 2015

12:00 pm - 2:00 pm

LSC, Chancellors Conf. Room

DRAFT Minutes

- Attendees:** Rod Muth, David Bondelevitch, Rebecca Hunt, Bruce Neumann, Carol Dee, Lucy Dwight, Lucy McGuffey, Kathryn Cheever, Weldon Lodwick, John Wyckoff, Farah Ibrahim, Denise Pan, Sarah Fields, Mike Radenkovic, David Heisler, Tammy Stone, Sommer Browning, Sam Walker, L. Rafael Sanchez, Leo Bruederle, Allan Wallis, Pam Laird, Regina Kilkenny, Sherry Taylor, and Edward Dill
- 12:04 PM** **Joanne Addison, CU Denver Faculty Assembly Chair**
Meeting brought to order, student planners were handed out.
- 12:06 PM** **David Heisler, President of CU Denver Student Government**
Student Government Updates
David Heisler, current President of Student Government, updated the assembly on current projects. The major focus is on the development and designing of the Wellness Center. If you have any input or would like to provide suggestions on facility needs, please contact David Heisler at David.Heisler@ucdenver.edu. Another major focus this year will be the formalizing college council, a subcommittee of Student Government that has student representation from each school and college that will be working with advising to address student needs.
- 12:10 PM** **Regent Irene Griego**
Regent Griego attended the assembly to talk about her current passions and to hear concerns from faculty. Discussion included; what is the role of the Board of Regents is and what the role should be, how to work on efforts collaboratively, and what, as educators, needs to happen to plan for the future and how the Board of Regents can best support those efforts. Faculty questions included; the need for more tenure track faculty positions, online initiatives, climate survey, professional development spending, and a tentative faculty assembly chair retreat with the regents to discuss faculty topics directly.
- 12:42 PM** **Nelia Viveiros, Special Assistant to the Provost and Acting Title IX Coordinator**
Will Dewese, Deputy Title IX Coordinator
Title IX Update
Nelia Viveiros and Will Dewese spoke to the assembly about Title IX and upcoming training opportunities. The CU Denver Faculty Assembly will be scheduling Title IX ALLY training to be an advocate on Title IX. If you are interested in having this presentation at a department or unit meeting, please contact Shelby Shafto at Shelby.Shafto@ucdenver.edu. For more information on Title IX, please visit TitleIX@ucdenver.edu.

- 1:14 PM** **Leanna Clark, Vice Chancellor of University Communications,**
Karen Klimczak, Associate Vice Chancellor, Marketing and Brand Strategy,
Camille Ziccardi – Karsh Hagan Account Manager
Learn with Purpose Campaign
The University Communications Department presented the research on the past year on the Learn with Purpose Campaign. Future ideas and areas of focus was presented. The overall census is that everyone likes the campaign and has helped define CU Denver.
- 1:30 PM** **Peter Knudsen, Office of Institutional Planning**
CU Denver North Classroom Discussion
The Office of Institutional Planning is beginning to discuss the renovation of the North Classroom. Discussion included; common area improvements, classroom renovations, and upgrading building systems. If you have suggestions or would like to be more involved in future discussion, please contact Peter Knudsen at Peter.Knudsen@ucdenver.edu.
- 1:47 PM** **Joann Addison, CU Denver Faculty Assembly, Chair**
Chairs Report
- **Approval of May 2015 Minutes:**
Motion to Approve: David Bondelevitch
2nd: Tammy Stone
CU Denver Faculty Assembly; unanimously approved
 - President Benson will be attending the next meeting. Please try to attend.
 - Joanne Addison reminded the group to nominate their colleagues that have gone above and beyond who deserve recognition for the Faculty Recognition Program.
 - CU Denver FA Bylaws: We are in the final stages of reviewing the revised CU Denver Faculty Assembly Bylaws. Copies will be sent out electronically to review.
- 1:50 PM** **CU Denver Faculty Assembly Committee & Campus Reports:**
- ***Auraria Library:*** No report at this time.
 - ***Academic Personnel Committee:*** No report at this time.
 - ***Budget Priorities Committee:*** The BPC has been discussing online programs and will be reviewing new proposals. A campus process on how programs are reviewed will be discussed.
 - ***Educational Policy and Planning Committee:*** No report at this time.
 - ***Faculty Advisory Committee to the Auraria Board:*** No report at this time.
 - ***Learning, Educational Technology, Teaching & Scholarship Committee:*** No report at this time.
 - ***Disabilities Committee:*** No report at this time.
 - ***Gay, Lesbian, Bi-sexual, Transgender, & Intersex Committee:*** No report at this time.
 - ***Minority Affairs Committee:*** Farah Ibrahim is the Chair this year of MAC and is looking for more members to participate. If you know of anyone interested in serving on this committee, please contact Farah Ibrahim or Karin Rees.
 - ***Committee on the Status of Women:*** No report at this time.
 - ***Student Government Association:*** Report given previously in meeting.
 - ***University of CO Denver Association of Lecturers and Instructors:*** No report at this time.
- 1:55 PM** **New Business / Old Business**
- 1:58 PM** **Meeting adjourn**



CU Denver Faculty Assembly Meeting

October 6, 2015
12:00 – 2:00 pm
LSC - Chancellor's Conf. Room

Agenda

- 12:00 PM** **Joanne Addison - CU Denver Faculty Assembly, Chair**
Introductions / Announcements
- 12:05 PM** **Joanne Addison - CU Denver Faculty Assembly, Chair**
- Chair's Report
 - Approval of September 2015 Minutes
- 12:15 PM** **Cary Weatherford - Office of Institutional Planning, Senior Planner**
CU Denver Wellness Center
- 12:35 PM** **Joanne Addison - CU Denver Faculty Assembly, Chair**
- CU Denver FA Bylaw Update
- 12:45 PM** **Provost Nairn - Office of the Provost**
CU Denver Campus Updates
- 1:15 PM** **Committee Reports / Campus Updates**
- Educational Policy & Planning Comm. (EPPC)
 - Academic Personnel Comm. (APC)
 - Budget Priorities Comm. (BPC)
 - Learning, Educational Technology, Teaching & Scholarship (LETTS)
 - Faculty Advisory Comm. to Auraria Board (FACAB)
 - Auraria Library
 - Student Government Association (SGA)
 - UCD Assoc. of Lecturers & Instructors (UCDALI)
 - Gay, Lesbian, Bisexual, Transgender, & Intersex (GLBTI)
 - Minority Affairs Committee (MAC)
 - Committee on the Status of Women (CSW)
 - Disabilities Committee (DisC)
- 1:30 PM** **President Benson - Office of the President**
- 1:55 PM** **New Business / Old Business**
- 2:00 PM** **Adjourn**

Next CU Denver Faculty Assembly Meeting

Tuesday, November 3, 2015
12:00 pm – 2:00 pm
LSC – 14th Floor Chancellors Conference Room



Faculty Assembly
UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

October 6, 2015

12:00 pm - 2:00 pm

LSC, Chancellors Conf. Room

Minutes

Attendees: Farah Ibrahim, Carol Dee, Bruce Neumann, Sommer Browning, Weldon Lodwick, Diane Turner, John Wyckoff, Tammy Stone, Mike Radenkovic, Lucy McGuffey, Sarah Fields, Lucy Dwight, David Bondelevitch, Rebecca Hunt, Jimi Adams, L. Rafael Sanchez, Leo Bruederle, Kathryn Cheever, Jody Beck, Cary Weatherford, Edward Dill, Yufeng Han, Denise Pan, Pamela Laird, Joanne Addison, Sam Walker, Andy Rumbach, Laura Goodwin, Provost Nairn, and President Benson

12:08 PM **Joanne Addison, CU Denver Faculty Assembly Chair**

Meeting brought to order

- Approval of September 2015 minutes (with revisions)
Motion to approve: Farah Ibrahim
2nd motion: Rebecca Hunt
CU Denver FA: Unanimously approved

12:10 PM **Cary Weatherford - Office of Institutional Planning, Senior Planner**

CU Denver Wellness Center Project and North Classroom Renovation Update

Cary Weatherford attend the meeting to discuss plans and ideas for the CU Denver Wellness Center. This will have a student commuter space focus with space for mind, body, and spiritual balance. Initially for CU Denver students only with future opportunities for faculty and staff to purchase memberships. Discussion / highlights included; security access points, outdoor programs, equipment rental, guided trips, group exercise classes, acupuncture, chiropractic care, and a bicycle shop. Please look for future opportunities to be involved in this discussion.

The North Classroom will now be run through Cary Weatherford. Peter Knudsen has left CU Denver. There will be a faculty open session to discuss needs on October 19th (10-1045a, 1-145p, and 2-245p) in the Student Commons Building, Conf. 5018. Future dates and times will be announced. Please try and attend to voice your ideas and concerns for this learning space.

12:37 PM **Provost Nairn - Office of the Provost**

CU Denver Campus Updates

- Space / Facilities: President Benson helped tremendously finding funds to begin the renovation to the North Classroom. CU Denver will continue to submit projects for funding. Like the Auraria Library, projects may become available for one-time funds. The Tivoli Student Center has CAM moving into a space soon. AHEC is also trying to update many areas in the Tivoli. The Lawrence Street Center will be looking at condensing OIT to one floor as well as space consolidation at AMC.

- People: President Benson announced that Dr. Dorothy Horrell will begin as the new CU Denver Chancellor on January 4, 2016. She will be working with Chancellor Wartgow in the fall to help with the transition.
The new Graduate School Dean, David Engelke, began on October 1st. He will be getting to know everyone. He will be invited to a future faculty assembly meeting.
The Senior Vice Chancellor for Administration and Finance position currently has 2 candidates (1 external and 1 internal).
The Business School Dean Search is being developed. Dean Paul Teske will chair the search committee. There is a search consultant that will be used to find highly qualified candidates. The Center for Faculty Development has hired Margaret Wood as the new Director. She will begin her position in January.
The Title IX group has been working on structure and training opportunities. Space is being discussed for office space.
- Students: This was the largest freshman class throughout the CU system, although there has been a steep decline in both graduate and undergraduate international students.
- CU Online: Discussion of how to best support online teaching and learning opportunities continues to be discussed at both campus and system levels. Structure of these initiatives is being reviewed. CU Online will remain as a separate department. Mary Beth Susman will try to come to a future meeting. She has been the consultant for these initiatives.
- CU South Denver continues to grow and the programs have been very successful.
- Q & A: There were several issues the first day of classes with internet outages. Several faculty were unable to get online to their syllabus and schedules. Regina Kilkenny and the Provost will discuss these issues with Russ Poole and Dave Thomas.

1:00 PM

Joann Addison, CU Denver Faculty Assembly, Chair

Chairs Report

- Joanne Addison discussed the recent budget report that was sent out.
- Title IX Ally training will be held on December 4th. Please look for future announcements on time and location.
- Food drive and pantry sponsor: There is currently a shortage at the student food pantry. If you are interested in bringing in food or donating, please visit the website at: <http://www.ucdenver.edu/life/services/studentlife/CommunityEngagement/GetInvolved/Pages/Food-Pantry.aspx>
- CU Denver Faculty Assembly Bylaws: A copy of the bylaws was sent out electronically. Please try to review them so they can be voted on soon. Some of the major changes include; the University name change to CU Denver, name change for the Women's Issues Committee to the Committee on the Status of Women, eliminated the Diversity Committee and made each of the prior sub-committees standing committees, with new descriptions and operating procedures that were approved by the committees last year, also that faculty assembly leadership can't hold a position as an office or administrative position higher than department chair. Items to think about would be adding a limit on the number of terms for the faculty assembly leadership or members.

1:30 PM

President Benson - Office of the President

President Benson spoke to the assembly about the CU Denver campus, CU system, and the future of higher education. Key topics included; the recent Chancellor Search, philanthropy at

CU, the new CU marketing campaign, and future facility / building improvements. We thank President Benson for having time available and attending the meeting.

2:10 PM Meeting adjourned

CU Denver Faculty Assembly Meeting

November 3, 2015

12:00 pm – 2:00 pm

Location: LSC – 14th Floor - Chancellor's Conf. Room

Agenda

- 12:00 PM Joanne Addison, CU Denver Faculty Assembly, Chair**
Introductions / Announcements
- 12:05 PM John Sunnygard, Executive Director - Office of International Affairs**
International Student Barometer
- 12:20 PM Neil Krauss, Director of Initiatives and Outreach**
Nicole Mcwhirter, Special Projects Manager
Academic Prioritization
- 12:45 PM Joanne Addison, CU Denver Faculty Assembly, Chair**
- Approval of October 2015 Minutes
 - Bylaws
 - Chair's Report
- 1:15 PM Committee Reports / Campus Updates:**
- Academic Personnel Comm. (APC)
 - Budget Priorities Comm. (BPC)
 - Educational Policy & Planning Comm. (EPPC)
 - Learning, Educational Technology, Teaching & Scholarship (LETTS)
 - Faculty Advisory Comm. to Auraria Board (FACAB)
 - Auraria Library
 - Student Government Association (SGA)
 - UCD Assoc. of Lecturers & Instructors (UCDALI)
 - Gay, Lesbian, Bisexual, Transgender, & Intersex (GLBTI)
 - Minority Affairs Committee (MAC)
 - Committee on the Status of Women (CSW)
 - Disabilities Committee (DisC)
- 1:45 PM New Business / Old Business**
- 2:00 PM Adjourn**

Next CU Denver Faculty Assembly Meeting

Tuesday - December 1, 2015

12:00 pm - 2:00 pm

LSC - Chancellors Conference Room



Faculty Assembly
UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

November 3, 2015

12:00 pm - 2:00 pm

LSC, Chancellors Conf. Room

Minutes

Attendees: Joanne Addison, David Bondelevitch, Carol Dee, Lucy Dwight, Denise Pan, Leo Bruederle, Jimi Adams, Rebecca Hunt, Amy Rumbach, Bruce Neumann, Tammy Stone, Weldon Lodwick, Johnnie Nguyen, Pamela Laird, Kathryn Cheever, Jody Beck, Mike Radenkovic, Farah Ibrahim, Yufeng Han, Edward Dill, Sam Walker, Eric Baker, Laura Goodwin, John Sunnygard, Neil Krauss, and Nicole Mcwhirter

12:02 PM **Joanne Addison, CU Denver Faculty Assembly Chair**

Meeting brought to order

Faculty Mediator: Regina Kilkenny and the APC has been working together for a faculty mediator resource. Currently there is a draft proposal and job description in the works. The OMBUDS Office will still remain an available resource. The mediator would also be available for training sessions on conflict resolution. Campus leadership is supportive.

12:06 PM **John Sunnygard, Executive Director - Office of International Affairs**

International Student Barometer

John Sunnygard presented data on how many international students CU Denver has and where they are from. This year the international enrollments were down 14% from last year. Other data showed the satisfaction of the students and how they feel they are doing. The office has been working with an assessment group that benchmarks with other universities internationally. CU Denver had a 22% response rate. If you are interested in seeing the full results, please contact John Sunnygard. The office is sponsoring an event, Everywhere is Rome: Intercultural Adaptation at Multicultural Universities, with Milton J. Bennett, Ph.D. as the guest speaker. It will be held on Friday, November 13th from 9:30 – 11:00 am in the Business School, Room 1800. Copies of the handouts and registration flyer for the event can be found on the Faculty Assembly website under meeting materials.

12:39 PM **Neil Krauss, Director of Initiatives and Outreach**

Nicole Mcwhirter, Special Projects Manager

Administrative Prioritization

Neil Krauss and Nicole Mcwhirter updated the assembly on the background and current status of the administrative prioritization that was requested by the Board of Regents. The review has been ongoing for the last 5 months. The academic program review was completed about a year ago. Handouts of the presentation were provided and can be found on the faculty assembly website under meeting materials. The committee began meeting in June and is comprised of faculty, fiscal managers, undergraduate and graduate students, associate and/or assistant vice chancellors.

The goals and objectives are:

- To improve processes, identify redundancies, and determine the relative quality of programs, all in a constructive environment
- Focus on customer satisfaction, efficiency and effectiveness
- Rank programs in a report to the Regents and CU Leadership
- Provide leadership of administrative bucket areas with valuable information and feedback to help with process improvement
- Identify best practices that can be shared among all campus units

The next steps include:

- Survey sent out mid-October
- Data collected until end of November
- Survey launched by Nov 16th or first week of spring semester
- Committee retreat and assessment of self-study with scoring rubric
- Data analysis and initial report development completed in spring 2016
- Report finalized and presented to Regents

The assembly will continue to assist and look forward to an update on the final report.

1:00 PM

Joann Addison, CU Denver Faculty Assembly, Chair

Chairs Report

Approval of October 2015 Minutes:

Motion to approve: Farah Ibrahim

2nd the motion: Tammy Stone, the assembly unanimously approved.

Title IX Ally Training: Karin Rees will be sending out a doodle poll again for people interested in attending a Title IX Ally Training on Friday, December 4th. Please only reply if you can attend and provide your preferred shirt size. If you have any questions, please contact Karin Rees.

The Student Government Association will be working to have a candidate forum on campus for the District 1 Regent Candidates in the spring. Regent Carrigan has volunteered to be the moderator.

Marketing has been working on a new campaign to focus on all campuses. Flyers of the campaign were passed around.

There will be a North Classroom Learning Experience meeting on Friday, November 6th, from 9:30am – 12:00pm in the North Classroom Atrium.

The new Chief Financial Officer has been announced; Dr. Terri Carrothers. BPC will reach out and try to meet with her soon. She is working with Jeff Parker until his retirement. She is currently 80% with the CU Anschutz and 20% with CU Denver. Lisa Douglas will be assisting with the CU Denver campus. We will be inviting Dr. Carrothers to a faculty assembly meeting soon.

The Auraria Library website is now up and running. Russ Poole has been invited to the next assembly meeting to discuss OIT concerns and goals.

Chancellor Wartgow and Chancellor Horrell will be attending the next faculty assembly meeting for a quick meet and greet. Chancellor Horrell will be invited back in the spring for the assembly to hear about her visions for the campus.

CU Denver Faculty Assembly Bylaws: The bylaws were reviewed at the October 6th meeting to discuss revisions. Changes were to be sent to Joanne Addison for updates. The latest version of the bylaws was sent out to the assembly and the assembly committees for review prior to this meeting. Some of the major changes included; updating UCD to CU Denver, the preamble, committee names changing, removing the Diversity Committee and making the sub-committees formal standing committee. There are 2 options with the current bylaws. The current version has been through legal, and the executive committee, or this can continue to be reviewed with the other few minor edits, i.e. changing MAC to EDC, and the wording on the number of terms an officer may hold.

There was a motion to move and approve the bylaws as presently constituted by Rod Muth and was seconded by Farah Ibrahim. The assembly voted with 1 abstained vote. Please contact Joanne Addison if you would like to make suggestions or changes and discuss the approval process, please contact her at Joanne.Addison@ucdenver.edu.

The Constitution will still need to be reviewed. These changes will require the vote of the full faculty, which is currently very detailed. CU Boulder faculty assembly currently doesn't have a constitution and the UCCS assembly constitution is more a statement of basic principles which could be a model.

1:22 PM

CU Denver Faculty Assembly Committee & Campus Reports:

- **Auraria Library:** The library is continuing with the renovation. There is a new popular fun reading section that is being built up.
- **Academic Personnel Committee:** APC has been working on the faculty mediator position with administration. They would like to see this person be able to meet and build a relationship with the APC as part of their formal job description. They are also working on a policy on anti-bullying. A copy will be sent to Michel Dahlin for her suggestions. APC has also been working on a template for campus faculty grievance procedures and resources. There are some schools and colleges that currently don't have operating procedures for grievances which would normally be addressed at the department or school level. Omar Swartz will be invited back to discuss recent discussion in the P & T Committee.
- **Budget Priorities Committee:** BPC received an update from Provost Nairn on the North Classroom renovation project and the Student Commons Building. They were also updated that there will be a Chancellors Governance Committee for Online created. BPC requested an update on nWorks. BPC will begin scheduling time to meet and work with the new CFO.
- **Committee on the Status of Women:** No report at this time.
- **Disabilities Committee:** No report at this time.
- **Educational Policy and Planning Committee:** The next meeting will be on the 12th and are working to get new members up to speed. They are awaiting to see what the assembly would like them to focus on. EPPC could be an avenue for other committees that are working on policies to review and work with Michel Dahlin. *Regents Law & Policy Committee:* The Committee has been reviewing all Regent policies and working with campus committees to make sure they align across campuses.
- **Ethnic Diversity Committee (formerly Minority Affairs Committee):** The committee has been working with EMAC on a survey which is a follow up to the FCQ project and looking at climate and atmosphere for diverse faculty. Discussion also included that some non-

dominate faculty end up teaching socially sensitive subjects and what support there is for them.

- **Faculty Advisory Committee to the Auraria Board:** No report at this time.
- **Gay, Lesbian, Bi-sexual, Transgender, & Intersex Committee:** The GLBTI Committee will be having the Symposium at UCCS. The registration is currently closed, but if you are interested in attending, please email David Bondelevitch or Troyann Gentile.
Last month there was a Safe Zone training session. The goal is to have 2 session a year on both campuses.
- **Learning, Educational Technology, Teaching & Scholarship Committee:** The committee is going through a list of prioritized projects for the semester. OIT will be sending a representative to the LETTS meetings and he will attend ad-hoc.
- **Retired Faculty:** Rod Muth has been asked to begin a retired faculty association for the CU Denver Campus. He just received results for an online survey with positive response and is awaiting results of the mailed survey. The hope is to begin meeting in the spring. A question was asked on if faculty keep their ucdenver.edu email address. If you are an emeritus professor you keep your email address or if you reached out and expressed interest to keep it. A first act of business could be to create a policy for retired faculty to keep their email addresses for future correspondence.
- **Student Government Association:** SGA has been working on the advising survey. They are also working on a tragedy response. This would be to have CU Denver recognize mass tragedies and how it impacts students. SGA would like to also build student awareness on faculty assembly and work together on university goals. Johnnie Nguyen will be the point person for the congressional debate in the spring. Everyone is welcome to attend the SGA meetings; every Friday at 12-2pm in Tivoli 327.
- **University of CO Denver Association of Lecturers and Instructors (UCDALI):** The UCDALI fall event was low in attendance, but had a good discussion on mentoring for NTTF.
UCDALI met with Dean Jansma to discuss multi-year contracts for NTTF which opened up to a later larger meeting with all NTTF in CLAS being invited.
UCDALI has been accepting applications for Non-CLAS grant and have made their selections. They will be announcing the awardees of 6 - \$500 Professional Development Grants soon. The CLAS grant opportunities will be announced in early spring.

1:49 PM Old Business / New Business / Announcements:

There was a recent survey that was sent out from OIT on content management systems. This would be important for those who controls or updates the website. Please fill out this survey at your convenience.

There has been word that there will be a survey coming out from the Federal Government on Title IX, to be registered to all campuses and completed each year. The students at CU Anschutz did their own survey. Their results were not much different than national results with emphasis on pregnancy concerns. If you can weigh in at any level, please do be involved.

1:55 PM Meeting adjourn



CU Denver Faculty Assembly Meeting

December 1, 2015

12:00 pm – 2:00 pm

LSC - Chancellor's Conf. Room

Agenda

- 12:00 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
Introductions / Announcements

- 12:05 PM** **Chancellor Wartgow & Chancellor Horrell**
Meet-n-Greet

- 12:15 PM** **Russ Poole, AVC – Office of Information Technology**
OIT Update

- 12:45 PM** **Jordan Fernandes, Megan Frewaldt, Clarke Scott**
Food Pantry

- 1:00 PM** **Joanne Addison, CU Denver Faculty Assembly, Chair**
 - Approval of November 2015 Minutes
 - Chair's Report

- 1:20 PM** **Committee Reports / Campus Updates:**
 - Academic Personnel Comm. (APC)
 - Auraria Library
 - Budget Priorities Comm. (BPC)
 - Committee on the Status of Women (CSW)
 - Disabilities Committee (DisC)
 - Educational Policy & Planning Comm. (EPPC)
 - Ethnic Diversity Committee (EDC)
 - Faculty Advisory Comm. to Auraria Board (FACAB)
 - Gay, Lesbian, Bisexual, Transgender, & Intersex (GLBTI)
 - Learning, Educational Technology, Teaching & Scholarship (LETTS)
 - Student Government Association (SGA)
 - UCD Assoc. of Lecturers & Instructors (UCDALI)

- 1:45 PM** **New Business / Old Business**

- 2:00 PM** **Meeting Adjourn**

Next Faculty Assembly Meeting

Tuesday – February 2, 2016

12:00 pm – 2:00 pm

LSC – 14th Floor Chancellors Conference Room



Faculty Assembly

UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

December 2, 2015

12:00 pm - 2:00 pm

LSC, Chancellors Conf. Room

Minutes

Attendees: Joanne Addison, Denise Pan, Eric Baker, Tammy Stone, Diane Turner, Bruce Neumann, Weldon Lodwick, Andy Rumbach, Jody Beck, Leo Bruederle, Mike Radenkovic, David Bondelevitch, Sarah Fields, Lucy McGuffey, L. Rafael Sanchez Vega, Rebecca Hunt, Yufeng Han, Pamela Laird, Sommer Browning, Edward Dill, Kathryn Cheever, Lucy Dwight, and Amy Vidali

12:02 PM **Joanne Addison - CU Denver Faculty Assembly Chair**
Meeting brought to order

12:06 PM **Chancellor Wartgow & Chancellor Horrell**
Chancellor Wartgow introduced Chancellor Horrell to the assembly. Chancellor Wartgow will be retiring again on December 18th and Chancellor Horrell will begin on January 4th. Chancellor Wartgow thanked the faculty for their dedication and commitment to CU Denver. Chancellor Horrell is excited to continuing meeting everyone on campus and would like to continue to reach out and listen to the needs of the campus.

12:16 PM **Joann Addison - CU Denver Faculty Assembly, Chair**
Chairs Report

Approval of October 2015 Minutes:

Motion to approve: Rebecca Hunt

2nd the motion: Jody Beck, the assembly unanimously approved.

The CU Denver Faculty Assembly will be hosting a Title IX Training at 11am on December 4th, LSC Chancellors Conf. Room. The doodle poll will be sent out again for those still interested in attending.

Joanne Addison asked the assembly if they would still like to have the joint meeting with the CU Anschutz Medical Campus. Most favored still having combined annual meeting.

Mary Beth Susman will be invited back to attend an assembly meeting and review a copy of the report on online programs. Look for future announcements on her attendance.

The Board of Regents will be reviewing all the Law's and Policies. Rebecca Hunt will continue attending the Regent's Law and Policy Committees and keep the assembly updated.

12:27 PM **CU Denver Faculty Assembly Committee & Campus Reports:**

- **Academic Personnel Committee (Eric Baker):** APC continues to discuss topics; the faculty mediator position, and faculty grievance procedure template and resource list.
- **Auraria Library (Eric Baker):** Renovations are ongoing in the library. Mary Somerville, Director of the library will be resigning as of January 4th. Cynthia Hashert will become the interim Director.
- **Budget Priorities Committee (Denise Pan):** No report at this time. Carol Dee and Joanne Addison met with Provost Nairn to discuss the structure of the BPC and how to build a relationship with the new CFO.

12:32 PM **Russ Poole, AVC – Office of Information Technology**

OIT Update

Russ Poole sent out a report after the last meeting regarding recent IT concerns. Major items included; updating the infrastructure, number of outages, authentication issues, and the data center. OIT will continue to work on all issues as they arise. Some of the items won't be completed until renovations are done, or coordination between the 3 institutions is arranged. Please continue to contact OIT with all your concerns. There has been discussion on upgrading to a new Contact Management System. There will be a number of upcoming vendor presentations and everyone, both faculty and staff, is invited to attend and provide feedback. OIT is looking for feedback from both novice and experts and would be beneficial to hear from the people who maintain websites. An email will be sent from OIT on the dates and times of the meetings. Karin Rees will attend these meetings and provide feedback. If you would like another copy of the report from Russ, please contact Karin Rees at Karin.Rees@ucdenver.edu.

Joanne Addison was interested in Starfish, a new student advising system. An email came out from OIT, who is implementing the system. Raul Cardenas and Jeff Franklin had been working with OIT to provide a student success technology system. Joanne Addison asked if faculty can be more involved in this process, as they are heavily associated with advising and student retention. In the second tier of advising for majors, it becomes difficult to follow up with missing students. Russ will work with Raul to get the word out to faculty on this technology.

1:18 PM **Jordan Fernandes, Student Government**

Food Pantry

Jordan Fernandes, the food pantry coordinator from the Office of Student Life, provided a presentation on the needs and how to donate to the CU Denver Food Pantry. This service provides students in need with food and hygiene products. Each student is able to get 8 points of food items and 3 points for hygiene products each week. A valid student ID is required. The food pantry is a donation based service. Last fiscal year 145 students were served. The food pantry is currently located in the Tivoli Room 127 and open from Monday-Friday, 8:30am-4:30pm. For more information on how to contact or opportunities to donate, please review their website at;

<http://www.ucdenver.edu/life/services/studentlife/CommunityEngagement/GetHelp/Pages/Food-Pantry.aspx>.

1:35 PM **Remaining CU Denver Faculty Assembly Committee & Campus Reports:**

- **Committee on the Status of Women (Diane Turner):** The CSW is working to provide information on the lactation stations on campus. The hope is to have a map of all the stations on campus by fall. The CU Women's Succeeding Symposium, *Stages of a Career*, will be held on February 25 and 26th in Colorado Springs. Please register soon, as space is limited.
- **Disabilities Committee (Amy Vidali):** The DisC has been working with the ADA Coordinator on current faculty accommodations and how to access. If faculty can continue to go to their Dean or Chair but also have the ADA Coordinator available as a resource. A handout was created on where to find everything, processes, and resources. The Universal Syllabi that was approved this fall, is currently on hold and they will begin talking with faculty in spring. The DisC is also working to have a resource page built under the Office of Diversity and Inclusion. If you know of any faculty that are interested in serving on the disability committee, please contact Karin Rees or Joanne Addison. Joanne Addison suggested working with Margaret Wood, the new Director in the Center for Faculty Development.
- **Educational Policy and Planning Committee (Rebecca Hunt):** The EPPC has been trying to link with the Board of Regents to be part of the process to review policy changes. There has been discussion on the need for faculty resources when they witness discrimination or bullying.
- **Ethnic Diversity Committee:** No report at this time.
- **Faculty Advisory Committee to the Auraria Board L. Rafael Sanchez Vega):** FACAB updated the assembly on the Faculty Friends of Auraria Awardees project. Faculty can be nominated from each institution. There will be a winner from each institution on campus. The winner will receive a 1 year free parking pass and acknowledgement to their outstanding efforts for the Auraria campus. There has also been discussion to help build community efforts with the city. There are new reflective street crossings to help visibility for everyone on campus. There are also the new bike lanes that were added to Lawrence Street.
- **Gay, Lesbian, Bi-sexual, Transgender, & Intersex Committee (David Bondelevitch):** The GLBTI Symposium went well this year that was held in Colorado Springs.
- **Learning, Educational Technology, Teaching & Scholarship Committee (David Bondelevitch):** The committee continues going through a list of prioritized projects for the semester. Brent Wilson, Chair of LETTS, will be meeting with David Thomas and his group to work on high priority items and work on committee goals.
- **Retired Faculty:** No report at this time.
- **Student Government Association:** No report at this time.
- **University of CO Denver Association of Lecturers and Instructors (UCDALI, Lucy McGuffey):** The non-CLAS grants have been awarded and will be announced soon on the UCDALI website. UCDALI continues discussion on multi-year contracts and how they can best be implemented.

1:42 PM Old Business / New Business / Announcements:

1:43 PM Meeting adjourn

Administrative Prioritization

AN OVERVIEW FOR FACULTY ASSEMBLY
NOVEMBER 2015



University of Colorado
Denver

Background

- ▶ July 2013: Regents requested each CU campus to undertake a “program prioritization” process of both academic and administrative programs; campus leadership refined charge with Regents to allow flexibility
- ▶ November 2014: CU Denver presented results of Academic Program Prioritization project to Regents
- ▶ April 2015: Chancellor Wartgow sends communication to campus community launching administrative prioritization project
- ▶ June 2015: Kickoff Meeting of Administrative Prioritization Committee

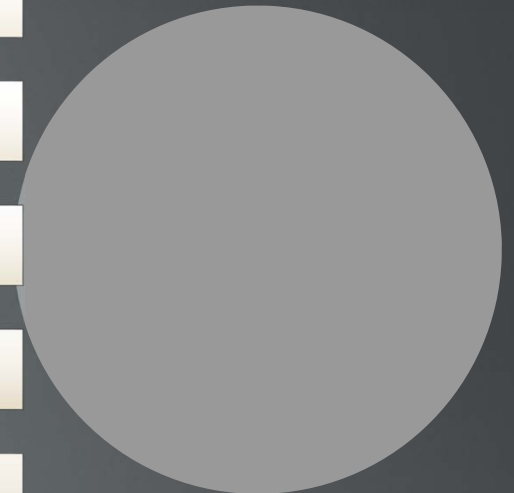
The Committee

- ▶ Responsible for developing and carrying out a structured and objective process for reviewing and ranking administrative units of the University.
- ▶ 20 person team represents a cross section of University functions and workforce levels. In addition to the chair, there are 4 representatives from Finance and Administration, 3 from Academic and Student Affairs, 1 from University Communications, 1 from each school and college with ½ being faculty and the other ½ being fiscal managers, 2 students and a staff representative.
- ▶ Charged by Denver Campus CFO Lisa Douglas. Neil Krauss, Director of Initiatives and Outreach at CU Anschutz, serves as the Chair. The committee is staffed by Special Projects Manager, Nicole McWhirter.

Project Goals and Objectives

- ▶ To improve processes, identify redundancies, and determine the relative quality of programs, all in a constructive environment
- ▶ Focus on customer satisfaction, efficiency and effectiveness
- ▶ Rank programs in a report to the Regents and CU Leadership
- ▶ Provide leadership of administrative bucket areas with valuable information and feedback to help with process improvement
- ▶ Identify best practices that can be shared among all campus units

The Process



Definitions

6

Administrative Prioritization

- ▶ a structured assessment of the effectiveness, efficiency and quality of University administrative units and functions as they support the mission, vision and values of the University.

Administrative Bucket

- ▶ any campus function, or campus administrative unit performing a function, directly supporting the university mission that is not associated with academic instruction and intellectual endeavors.

Administrative Buckets

- ▶ 39 administrative buckets
- ▶ Focus on campus administrative functions and units
- ▶ Does NOT include academic centers or administrative functions within schools/colleges
- ▶ Evaluating functions and units NOT people



#	Bucket	Administrative Area
1	Advancement	Advancement
2	Communications	Communications
3	Office of Research Services - Denver Campus	Office of Research Services
4	Office of Grants and Contracts - Denver Campus	Office of Research Services
5	University Registrar	Student Affairs
6	Admissions and K-12 outreach	Student Affairs
7	Financial Aid and Scholarships	Student Affairs
8	Pre Collegiate Academic Programs	Student Affairs
9	Career and Experiential Learning Centers	Student Affairs
10	Academic Success and Advising Center	Student Affairs
11	Student success services	Student Affairs
12	Student Activities	Student Affairs
13	Student support services	Student Affairs
14	International Administration and Education	International Affairs
15	International Student Services	International Affairs
16	Faculty Affairs Processes	Faculty Affairs and Undergraduate Enrichment
17	Center for Faculty Development	Faculty Affairs and Undergraduate Enrichment
18	Undergraduate experiences	Faculty Affairs and Undergraduate Enrichment
19	Diversity and Inclusion Services	Diversity and Inclusion
20	Ombuds Office	Academic Resources and Services
21	Auraria Library services	Academic Resources and Services
22	Institutional Research and Effectiveness	Academic Planning
23	Academic Planning	Academic Planning
24	Institutional Planning	Institutional Planning
25	Budget	Budget and Finance
26	Finance	Budget and Finance
27	Bursar	Budget and Finance
28	Building Maintenance and Operations	Facilities Management
29	Facilities Projects	Facilities Management
30	Parking and inter-campus shuttle service	Facilities Management
31	HR: Employment Services	Human Resources
32	HR: Organizational Relations, Learning and Development	Human Resources
33	Human Resources Operations	Human Resources
34	Technology Support Services	Information Technology
35	IT Operations, Security and Billing	Information Technology
36	IT Applications and Shared Services	Information Technology
37	CU Online	Information Technology
38	AHEC services	AHEC
39	University Police	University Police



Evaluation Criteria

Self Study (5 criteria)



Customer Satisfaction Survey (3 areas of focus)



Self-Study (launched October 1st)

- ▶ Provides each “bucket” the opportunity to contribute to the analysis of its area.
- ▶ Organized around 5 evaluation criteria where each respondent is guided through answering a series of questions for each criteria.
- ▶ Committee will score each response using a rubric to assess each program’s strength relative to the criteria.

Customer Satisfaction Survey (currently in development)

- ▶ Provides customer input and feedback
- ▶ Confidential
- ▶ Developed and administered by The Evaluation Center

Next Steps

- ▶ Survey sent out mid-October
- ▶ Data collected until end of November
- ▶ Survey launched by Nov 16th or first week of spring semester
- ▶ Committee retreat and assessment of self-study with scoring rubric
- ▶ Data analysis and initial report development completed in spring 2016
- ▶ Report finalized and presented to Regents

Multiple Means of Evaluation? Identifying Best Practices with FCQ's
University of Colorado, Faculty Assembly Minorities Affairs Committee (MAC)

Report (2014-15)

Prepared by

Farah A. Ibrahim, PhD, LP (CO)

Professor, School of Education and Human Development

MAC Committee Members (2014-15)

Denise Pan, Chair, Auraria Library

Faye Caronan Chen, Secretary, College of Liberal Arts and Sciences

Ji Chen, School of Business

Vera Gao, Auraria Library

Farah Ibrahim, School of Education and Human Development

Carlos Reali, College of Liberal Arts and Sciences

Multiple Means of Evaluation? Identifying Best Practices with FCQ

The University of Colorado Denver (CU Denver), Faculty Assembly Minority Affairs Committee (MAC) is charged with making recommendations on hiring, support, and retention of diverse faculty at the university. To facilitate diverse faculty, the MAC committee focused on identifying faculty assumptions and ideas about multiple means of evaluation and best practices with FCQ's in 2014-15. The MAC Event on *Multiple Means of Evaluation? Identifying Best Practices with FCQ's* (Faculty and Course Questionnaire) was held on April 3, 2015. This workshop was a follow-up on last year's MAC event, *Reconsidering FCQs* (<http://tinyurl.com/ReconsiderFCQ>), which involved quantitative analysis of FCQ data for CU Denver faculty. The results based on 18,205 courses, with a minimum of 10 students, showed that culturally diverse faculty FCQ's were approximately 0.15-0.25 points lower on a six-point scale.

These results are consistent with research on teaching evaluations of faculty who are members of non-dominant and diverse cultural groups (Andersen & Smith, 2007; Gilroy, 2007; Reid, 2010; Smith, 2007; Smith & Hawkins, 2011). The MAC report on *Reconsidering FCQs* (2013-14) included recommendations to address the situation, however, it is unclear to date, if any of these recommendations have been adopted. This year, MAC members wanted to follow-up on the recommendations made by faculty and administrators at last year's workshop to review best practices with FCQs. The workshop was designed to get input from faculty at CU Denver, to assess and incorporate their perspective on appropriate means of evaluation for

teaching, and what they think are best practices in administering FCQs, and using the data derived from this evaluation.

Event Location and Participants

The event was held at the Lawrence Street Center, Room 1150, and attended by 19 individuals who had preregistered for the event, and three additional participants, who came to the event, but had not preregistered; the total number of attendees was 22. Faculty, and staff, and some students from CU Denver attended the event, they represented the following academic units: Anthropology, Computer Science, Engineering and Applied Sciences, Psychology, Mathematics, School of Business, School of Education and Human Development, School of Public Affairs, Institutional Research, Office of Undergraduate Experience, and Student Government. The following members of the MAC assisted with facilitation discussion in small groups: Faye Caronan Chen, Ji Chen, Vera Gao, Farah Ibrahim, Denise Pan, and Carlos Reali.

Workshop Focus

All preregistered participants received sample questions to explore the issue of best practices in teaching evaluations: These included:

- (a) Administering FCQs in the classroom
 - (a.1) How can we improve response rates (face-to-face and online courses)?
 - (a.2) How do you encourage students to provide constructive and positive feedback?
 - (a.3) Other concerns, questions?
- (b) Describing FCQ scores in self-evaluations

- (b.1) What aspects of FCQ report do you highlight in your self-evaluation?
 - (b.2) What information do you provide about the course and students?
 - (b.3) Other ideas?
- (c) Interpreting and analyzing FCQ scores for evaluating others
- (c.1) What do you think are important factors that should be considered?
 - (c.2) Is there additional training and mentoring available for evaluators at CU Denver?
 - (c.3) Other suggestions?

They were also sent the following links to facilitate review of best practices nationally:

<http://www.celt.iastate.edu/teaching-resources/document-your-teaching/student-evaluation-of-teaching/>

<http://www.crlt.umich.edu/evaluation/decision>

<http://cft.vanderbilt.edu/guides-sub-pages/student-evaluations/#tips>

More background information on FCQs are available at

<http://library.auraria.edu/services/faculty/fcq>

Results

The discussion of the three main questions generated meaningful results, although, all responses to all three questions seemed to blend together to a certain extent, although, they address different aspects of administration, self-report by faculty, and evaluation by others. Majority of the faculty attending the workshop were junior faculty hoping to achieve tenure at CU Denver, or graduate students who were teaching undergraduates and hoping to move into an academic career. The results are presented in Tables I, II, and III. The first question generated the greatest amount of input from the attendees. Several useful recommendations were provided for all three questions.

Table I: Summary Results for Question 1: Administer FCQs' in the Classroom

Improve Response Rates	Encourage Students to Provide Constructive Feedback	Other Issues
<ul style="list-style-type: none"> ▪ Require students to provide feedback ▪ If students have a mobile device, faculty can provide time for responding to FCQ in class ▪ Mention in the syllabus that feedback on the course, and instructor would help improve instruction ▪ Flexibility in timing when FCQs are collected, not all CU-Denver courses follow the 15 week schedule ▪ Response rates differ for face-to-face courses vs., online courses-require feedback on course and instructor before releasing grade ▪ Provide computers for online FCQ administration in face-to-face classes ▪ Administer FCQ at the end of semester, instead of two or three weeks before the course ends ▪ Make FCQs course-specific 	<ul style="list-style-type: none"> ▪ Faculty model appropriate feedback skills and behavior ▪ Use videos to demonstrate meaningful feedback ▪ Include information and examples about productive feedback in the syllabus ▪ Provide training sessions ▪ Use exemplary students in each class to encourage others to participate ▪ "Fun" courses get better ratings ▪ Faculty needs to be humanistic and holistic ▪ Create and inclusive community in the classroom 	<ul style="list-style-type: none"> ▪ Check with students mid-semester on satisfaction with the course, and instructor's teaching style ▪ Different schools have different evaluation practices ▪ Cultural differences have an effect on evaluations. Students with hierarchical and patriarchal values-downgrade diverse and women faculty ▪ First generation college students may not be comfortable communicating with faculty ▪ Getting RTP evaluation committees to consider multiple means to evaluate teaching ▪ Difference in response between undergraduate and graduate students ▪ Faculty needs to be better informed regarding FCQ results, statistical comparisons, different rates, trends and other aspects of the FCQ report ▪ What is the value assigned to FCQ's for

		<p>retention, promotion, and tenure?</p> <ul style="list-style-type: none"> ▪ How does gender and diverse group membership affect FCQs?
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Table II: Results for Question II: Describe FCQ Scores in Self-Evaluations

<p>What Aspects of FCQS do you highlight in your self-evaluation</p>	<p>What Other Information Do You Provide about the Course and Students</p>	<p>Other Ideas</p>
<ul style="list-style-type: none"> ▪ Provide charts/graphs to show improvement based on student feedback from FCQs ▪ Include mid-term evaluation results, along with final FCQ information ▪ Include peer evaluations, using “peer review instruments” listed among best practices* ▪ Add questions to the FCQ form, e.g., “is this an elective or a required course?” Or, “are you interested in this subject?” ▪ Present information about your subject, teaching methods used to access students, understanding learning styles, and matching teaching methods to learning styles ▪ Present your course 	<ul style="list-style-type: none"> ▪ Provide mean/median GPA of the course along with FCQ scores ▪ Provide demographic profile of your course enrollment, especially, when you have local, national, and international students, along with gender diversity, and possible impact on your evaluation based on published research ▪ Evaluate your college/school multiple sources of information for teaching versus other colleges/schools ▪ Present the value of different aspects of your teaching portfolio, and your contributions to teaching and scholarship at CU-Denver ▪ Provide information on how you model 	<ul style="list-style-type: none"> ▪ In describing your teaching evaluations, try not to be too defensive, e.g., “do not state that diverse and female faculty get lower FCQs” ▪ Present information on cultural differences, lack of understanding of plagiarism, cheating, note that you are seeking consultation with the Office of International Students, and Faculty Development Center ▪ Develop a support group with peers at the same developmental stage (tenure or clinical faculty) to discuss teaching and feedback methods ▪ Consider getting feedback using written and/or drawings (stick figures) to evaluate how they feel in your

<p>and instructor evaluation from a strength perspective, focus on facts, e.g., required or elective strategies you used to teach effectively</p> <ul style="list-style-type: none"> ▪ Share information on training you participated in to teach effectively 	<p>professional, constructive feedback practices in your teaching</p> <ul style="list-style-type: none"> ▪ Share information on what you state in your syllabus about providing productive and constructive feedback to students 	<p>class</p>
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* <http://www1.umn.edu/ohr/teachlearn/resources/peer/instruments/index.html>

Table III: Question III Results: Interpreting and Analyzing FCQ Scores for Evaluating Others

<p>What Do You Think are Important Factors that Should be Considered?</p>	<p>Is There Training Available for RTP Evaluation Committees</p>	<p>Other Suggestions</p>
<ul style="list-style-type: none"> ▪ All aspects of the teaching portfolio needs to be evaluated, possibly weights should be assigned to each area to ensure a fair evaluation ▪ Recognize innovative teaching modes going beyond textbooks, and give due credit to faculty who use innovations to make learning meaningful for the students based on developmental stage of students, subject matter (dance, art), information age technology (digital media), etc. ▪ Faculty who are able to develop learning communities (empowering and 	<ul style="list-style-type: none"> ▪ CU Denver has Skill Soft Training for individuals who serve on search committees, people serving on RTP committees need to get training to evaluate peers on teaching ▪ Training must be provided to analyze and evaluate FCQ scores, and the complete profile must be considered not just two numbers, course mean/median and Instructor mean/median score ▪ Mentoring to serve on RTP Committees, 	<ul style="list-style-type: none"> ▪ Ensure that RTP Committee members have education and training on understanding statistical information ▪ Check how different colleges and schools prepare faculty for RTP committees and innovative methods used to weigh each aspect of the teaching portfolio (Clarity of syllabi, FCQs, courses developed, programs developed, certificate programs developed, teaching and collaborating with multiple programs, mentoring students, thesis and dissertations

<p>inclusive) should be recognized for using collaborative strategies to enhance learning and student satisfaction</p>	<p>in the SEHD, each year the dean and associate dean address the RTP committee on guidelines for evaluating peers</p>	<p>supervised, etc.)</p>
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Discussion

The issues identified and recommendations made by the participants provide several guidelines for mentoring junior faculty for achieving tenure as it relates to effectiveness of teaching. Teaching activities include several important variables that define the career path of an academic. It is critical that faculty and evaluators consider teaching activities in a holistic manner, and consider the depth and breadth of the teaching portfolio (Marsh & Roche, 1997; University of Colorado, <http://www.cu.edu/ope/aps/1009>; University of Michigan <http://www.crlt.umich.edu/tstrategies/guidelines>);). Further assigning weights to aspects of teaching activities as reflected in institutional policy (<http://www.cu.edu/ope/aps/1009>) would reduce confusion about aspects of teaching that are valued and rewarded. Marsh and Roche (1997) cite several researchers who have noted that teaching is a complex and multidimensional activity, teaching evaluation instruments need to be designed reflect all aspects of the complexity that teaching represents.

The University of Colorado policy on multiple means of evaluation of teaching provides the following criteria in Appendix A: A representative, but not exhaustive list of suggestions for components to be used in the evaluation of

teaching*:

- ☐ Course syllabi and examinations
- ☐ Student evaluations as reported on Faculty Course Questionnaires (FCQ's) or a similar, campus-approved system and forms
- ☐ Grade distributions
- ☐ Instructional materials
- ☐ Scholarly research and publication on teaching
- ☐ Self-evaluation or report
- ☐ Student examination performance
- ☐ Student mid-term evaluations
- ☐ Evidence of risk taking to enhance learning
- ☐ Curriculum development that enhances learning
- ☐ Willingness to take training in teaching effectiveness and new technology
- ☐ Evidence of engagement in the online environment
- ☐ Alumni opinions within 2-5 years of graduation
- ☐ Peer assessments
- ☐ Professional awards related to the education process
- ☐ Grants in support of teaching and learning
- ☐ Student focus groups

*<http://www.cu.edu/ope/aps/1009>

Administer FCQs in the Classroom

The recommendations provided by the participants in the workshop resonated with several best practices, specifically, grade distributions, self-evaluation, student GPA in the course, peer assessments, curriculum development to enhance learning, training on teaching effectiveness, online engagement, evidence of risk taking and using innovative strategies (Table I, II, and III). Regarding University of Colorado guidelines on focus groups and follow-up with alumni, we recommend schools and colleges should conduct student focus groups, and follow-up with graduates to get an evaluation 3-5 years post-graduation, to reduce implications of bias. These recommendations and CU Denver guidelines resonate with best practices for teaching evaluation in the research literature (Iowa State University <http://www.celt.iastate.edu/teaching-resources/document-your-teaching/student->

[evaluation-of-teaching/effective-practice/#analysis](#); University of Michigan, <http://www.crlt.umich.edu/tstrategies/guidelines>; Vanderbilt University, <http://cft.vanderbilt.edu/guides-sub-pages/student-evaluations/#tips>).

Describe FCQ Scores in Self-Evaluations

Several of the recommendations by participants on presenting FCQ information for evaluation are useful, and identified as best practices, e.g., presenting improvements in graphs, such as educating students on how the feedback would be used in improving the course and instructor effectiveness, developing course-specific evaluations, model constructive feedback strategies, creating learning communities, using innovative strategies for teaching, doing mid-term evaluations, and using data from both mid-term and final FCQ's administered by the university. However, what was missing from the discussion was the faculty members' satisfaction with the university, issues such stress of the tenure process, lack of collegiality or mentoring, university environment, internal and external stressors, which are addressed in the research literature (Ambrose, Huston, & Norman, 2005; Boyer, Altbach, & Whitlaw, 1994; Matier, 1990). To enhance teaching ability of junior faculty of color, and to reduce excessive stress, especially pertaining to evaluation and success at an academic institution, it is important to provide positive and strength-based mentoring, and support for teaching, and research activities, educate new and junior faculty about all the resources available on campus, and encourage connecting with peer faculty at own and other institutions.

Interpreting and analyzing FCQ Scores for Evaluating Others

The primary anxiety and stress regarding FCQs' is the issue of how the information will be used in annual review, Reappointment, Tenure, and Promotion (RTP) decisions, for junior faculty of color, and women (Gmelch, Lovrich, & Wilkie, 1986; O'Meara, 2002; Rice, Sorcinelli & Austin, 2000). This question came up several times during the workshop, and we would be remiss if we did not address it. The recommendations in Table III address how faculty would like this concern addressed, specifically, they noted that evaluators should understand statistical information, should possibly have training to evaluate peers, along with an emphasis on giving credit for innovative teaching methods, consider a faculty members overall contributions to teaching, such as new courses developed, grants to enhance teaching, scholarship of teaching, and creating learning communities to enhance student learning and satisfaction, and not focus on the mean score for course and instructor rating.

The pressure on faculty at a Research I University, such as CU Denver is to also publish or perish. O'Meara (2002) notes that Ernest Boyer's (1990) suggestion that the definition of scholarship used in promotion policies be changed, to include teaching, discovering, integrating, and applying knowledge. Glassick, Huber, and Maeroff (1997) report that 62% of chief academic officers of four-year institutions used Boyer's recommendations to consider faculty roles and rewards. Several advocates have recommended assessing teaching, and service as scholarship, essentially rewarding multiple forms of scholarship within academic reward systems (Driscoll & Lynton, 1999; Hutchings & Shulman, 1999; O'Meara). We believe that acknowledging faculty contributions to teaching and service as

scholarship would make teaching central in an academic institution, and also result in greater attention to inclusive and positive teaching strategies, enhancing student learning, and satisfaction. MAC recommends that CU Denver administrators, department heads, and faculty consider implementing recommendations offered by faculty at the workshop, and the research literature to lower stress, and anxiety, among junior faculty, enhance satisfaction with the educational institution, and ensure that best practices are in use to promote faculty retention and promotion at CU Denver.

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High-Impact Educational Practices



First-Year Seminars and Experiences

Many schools now build into the curriculum first-year seminars or other programs that bring small groups of students together with faculty or staff on a regular basis. The highest-quality first-year experiences place a strong emphasis on critical inquiry, frequent writing, information literacy, collaborative learning, and other skills that develop students' intellectual and practical competencies. First-year seminars can also involve students with cutting-edge questions in scholarship and with faculty members' own research.

Common Intellectual Experiences

The older idea of a "core" curriculum has evolved into a variety of modern forms, such as a set of required common courses or a vertically organized general education program that includes advanced integrative studies and/or required participation in a learning community (see below). These programs often combine broad themes—e.g., technology and society, global interdependence—with a variety of curricular and cocurricular options for students.

Learning Communities

The key goals for learning communities are to encourage integration of learning across courses and to involve students with "big questions" that matter beyond the classroom. Students take two or more linked courses as a group and work closely with one another and with their professors. Many learning communities explore a common topic and/or common readings through the lenses of different disciplines. Some deliberately link "liberal arts" and "professional courses"; others feature service learning.

Writing-Intensive Courses

These courses emphasize writing at all levels of instruction and across the curriculum, including final-year projects. Students are encouraged to produce and revise various forms of writing for different audiences in different disciplines. The effectiveness of this repeated practice "across the curriculum" has led to parallel efforts in such areas as quantitative reasoning, oral communication, information literacy, and, on some campuses, ethical inquiry.

Collaborative Assignments and Projects

Collaborative learning combines two key goals: learning to work and solve problems in the company of others, and sharpening one's own understanding by listening seriously to the insights of others, especially those with different backgrounds and life experiences. Approaches range from study groups within a course, to team-based assignments and writing, to cooperative projects and research.

Undergraduate Research

Many colleges and universities are now providing research experiences for students in all disciplines. Undergraduate research, however, has been most prominently used in science disciplines. With strong support from the National Science Foundation and the research community, scientists are reshaping their courses to connect key concepts and questions with students' early and active involvement in systematic investigation and research. The goal is to involve students with actively contested questions, empirical observation, cutting-edge technologies, and the sense of excitement that comes from working to answer important questions.

Diversity/Global Learning

Many colleges and universities now emphasize courses and programs that help students explore cultures, life experiences, and worldviews different from their own. These studies—which may address U.S. diversity, world cultures, or both—often explore "difficult differences" such as racial, ethnic, and gender inequality, or continuing struggles around the globe for human rights, freedom, and power. Frequently, intercultural studies are augmented by experiential learning in the community and/or by study abroad.

Service Learning, Community-Based Learning

In these programs, field-based "experiential learning" with community partners is an instructional strategy—and often a required part of the course. The idea is to give students direct experience with issues they are studying in the curriculum and with ongoing efforts to analyze and solve problems in the community. A key element in these programs is the opportunity students have to both *apply* what they are learning in real-world settings and *reflect* in a classroom setting on their service experiences. These programs model the idea that giving something back to the community is an important college outcome, and that working with community partners is good preparation for citizenship, work, and life.

Internships

Internships are another increasingly common form of experiential learning. The idea is to provide students with direct experience in a work setting—usually related to their career interests—and to give them the benefit of supervision and coaching from professionals in the field. If the internship is taken for course credit, students complete a project or paper that is approved by a faculty member.

Capstone Courses and Projects

Whether they're called "senior capstones" or some other name, these culminating experiences require students nearing the end of their college years to create a project of some sort that integrates and applies what they've learned. The project might be a research paper, a performance, a portfolio of "best work," or an exhibit of artwork. Capstones are offered both in departmental programs and, increasingly, in general education as well.



Table 1

Relationships between Selected High-Impact Activities, Deep Learning, and Self-Reported Gains

	Deep Learning	Gains General	Gains Personal	Gains Practical
First-Year				
Learning Communities	+++	++	++	++
Service Learning	+++	++	+++	++
Senior				
Study Abroad	++	+	++	
Student-Faculty Research	+++	++	++	++
Service Learning	++	+++	+++	++
Senior Culminating Experience	++	++	+++	++

+ p < .001, ++ p < .001 & Unstd B > .10, +++ p < .001 & Unstd B > .30

Table 2

Relationships between Selected High-Impact Activities and Clusters of Effective Educational Practices

	Level of Academic Challenge	Active and Collaborative Learning	Student-Faculty Interaction	Supportive Campus Environment
First-Year				
Learning Communities	++	+++	+++	++
Service Learning	++	+++	+++	++
Senior				
Study Abroad	++	++	++	+
Student-Faculty Research	+++	+++	+++	++
Service Learning	++	+++	+++	++
Senior Culminating Experience	++	++	+++	++

+ p < .001, ++ p < .001 & Unstd B > .10, +++ p < .001 & Unstd B > .30

Source: *High-Impact Educational Practices: What They Are, Who Has Access to Them, and Why They Matter* by George D. Kuh, (Washington, DC: AAC&U, 2008). For information and more resources and research from LEAP, see www.aacu.org/leap.

Table 3

Percent Participation in High-Impact Activities by Institutional and Student Characteristics

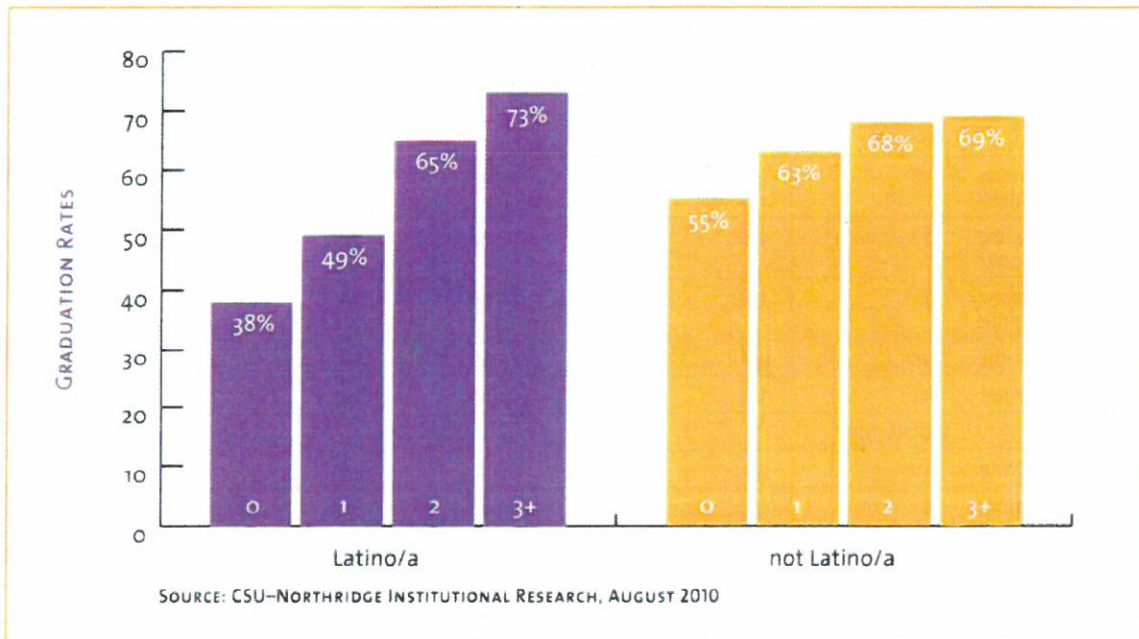
	First-Year Students		Senior Students				
	Learning Community	Service Learning	Research with Faculty	Study Abroad	Service Learning	Internship	Senior Experience
<i>2005 Basic Carnegie</i>							
Doc RU-VH	20	33	23	18	40	57	29
Doc RU-H	18	37	19	14	44	51	33
Doc DRU	18	39	17	13	52	51	33
Masters-L	16	35	16	10	47	48	30
Masters-M	16	39	17	11	51	52	30
Masters-S	14	44	18	14	53	51	36
Bac-AS	13	43	29	33	53	66	55
Bac-Diverse	13	41	18	11	55	60	37
Other	13	29	15	8	38	49	29
<i>Sector</i>							
Public	17	34	18	12	44	50	29
Private	16	44	22	21	53	61	42
<i>Barron's Selectivity</i>							
Less Selective	16	36	16	10	47	48	30
More Selective	18	37	23	21	45	59	35
<i>Ethnicity</i>							
African American/Black	18	40	17	9	51	45	27
Asian/Pacific Islander	17	37	22	14	49	50	28
Caucasian/White	17	36	19	15	45	56	34
Hispanic	20	36	17	11	47	45	26
Other	15	38	19	18	46	46	31
<i>Enrollment</i>							
Part-time	10	26	12	7	37	38	22
Full-time	17	37	21	16	48	56	35
<i>First-Generation</i>							
No	18	37	22	19	46	57	36
Yes	15	35	16	9	46	48	29
<i>Transfer</i>							
Started Here	17	37	23	19	49	61	38
Started Elsewhere	13	32	14	9	43	43	25
<i>Age</i>							
Under 24 Years	17	37	23	18	49	61	37
24 Years & Older	10	24	13	7	41	40	24
OVERALL PARTICIPATION	17	36	19	14	46	53	32

We've used these occasions to promote key elements of the research on HIPs (Kuh 2008; Brownell and Swaner 2010). First, despite their different settings, these practices share an emphasis on the social nature of learning, exploiting the student–faculty relationship, time on task, purposeful effort, and real-world contexts. And second, putting them to more systematic use will leverage their ability to raise persistence and graduation rates overall, while reducing prevailing achievement gaps.

That second point got a boost in the form of corroborating data from our Office of Institutional Research at CSU–Northridge. Director Bettina Huber used student record-level data to relate six-year graduation rates to students' participation in select HIPs, as reported on the National Survey of Student Engagement. Controlling for typical predictors like eligibility for financial aid, parents' educational attainment, and high school academic history, she found significant gains among students who reported participating in at least one high-impact practice, with a dramatic narrowing of the gap in graduation rates between Latino students (the largest minority group at CSU–Northridge) and others (see fig. 5 below).

Figure 5

The Results of a CSU Regression Analysis to Isolate the Effects of Participation in Multiple High-Impact Practices on Six-Year Graduation Rates



Students who reported participating in two HIPs—that is, those in the third column of each group—are graduating at a nearly two-thirds rate, and the gap is down to 3 percentage points. In other words, the goals of the Graduation Initiative are easily exceeded, without gaming the system. You can see the full report at calstate.edu/engage.

	A	B	C	D	
1	Undergraduate Experiences Symposium 2014 -- Top-Ranked Goals/Actions Recommended by Attendees				
2					
3					
4	Goal/Action Category	Goal/Action Description from UES Table Notes	Votes Received	Category Total Votes	
5	Experiential Learning and High-Impact Practices (HIPs)	Increase # of students participating in experiential learning by 50%: connect to learn with purpose; inventory existing and expand opportunities; pilots for team based interdisciplinary EL's; plan for EL's during alternative break	27	60	
6	Experiential Learning and High-Impact Practices (HIPs)	Tie high impact practices to CU Denver branding campaign: how does "Learn with Purpose" slogan encompass HIP; Action - add/embed HIP into orientation transfer/senior preview day, etc.	12		
7	Experiential Learning and High-Impact Practices (HIPs)	Co-curricular transcripts: internships; learning communities; experiential learning; integrate with degree plan	8		
8	Experiential Learning and High-Impact Practices (HIPs)	Acknowledgement of Recognition [for HIPs]: examples of HIPs happening on campus; nominate HIP champions; award/recog. HIP champion winners @ UES	7		
9	Experiential Learning and High-Impact Practices (HIPs)	Identify, communicate (and evaluate) all existing CU Denver High Impact Practices	2		
10	Experiential Learning and High-Impact Practices (HIPs)	Build in required service learning component to all academic degrees	1		
11	Experiential Learning and High-Impact Practices (HIPs)	Require each department enact (then report) one new experiential component in a core course each semester-particularly one that is integrative	1		
12	Experiential Learning and High-Impact Practices (HIPs)	Invitational success-in-the-classroom narratives: faculty submit experiential learning success stories in college/ university newsletters. Faculty/staff vote on one winner each month.; outcomes: share pedagogical strategies, reward innovation, create a teaching-centric community	1		
13	Experiential Learning and High-Impact Practices (HIPs)	Require experiential learning: inquiry based; self directed	1		
14	Experiential Learning and High-Impact Practices (HIPs)				60
15	Essential Learning Outcomes (ELOs)--shared campus-wide learning outcomes	Adopt ELO's & Begin Implementing: official recognition; begin integration of staff offices, courses, core requirements, departments	26		55
16	Essential Learning Outcomes (ELOs)--shared campus-wide learning outcomes	Create thematic, interdisciplinary problem-focused core courses (e.g. climate change)	16		
17	Essential Learning Outcomes (ELOs)--shared campus-wide learning outcomes	Create clear pathways/roadmaps/degree plans that include ELOs and milestones for students from the outset	7		
18	Essential Learning Outcomes (ELOs)--shared campus-wide learning outcomes	Form teams to work with students, faculty, and staff around communicating and implementing ELOs	5		
19	Essential Learning Outcomes (ELOs)--shared campus-wide learning outcomes	Adopt ELOs across CU Denver: voting and whatever necessary approvals college by college; engage campus (internal marketing) "Learn with Purpose:" ELOs	1		
20	Essential Learning Outcomes (ELOs)--shared campus-wide learning outcomes			55	
21	Transfer-student initiative or program	Extend FYS to transfer students	21	31	
22	Transfer-student initiative or program	Transfer learning communities/seminars: develop theme-based pilot (e.g. leadership [upper division course]); ID faculty/peer/staff leaders; in conjunction with student affairs; survey transfer STU for input on need/dsired outcomes of courses	8		
23	Transfer-student initiative or program	Initiate transfer experience with goal of requiring FYS and TYS for all students: Office of UE	2		
24	Transfer-student initiative or program			31	
25	Teaching development and reward	Teaching innovation: fully fund faculty dev. ctr; institutionalize team teaching; collaboration RE: advising and mentoring	8		

	A	B	C	D
26	Teaching development and reward	Provost directs depts to revise RTP, merit review, and hiring goals to include integrative learning	6	
27	Teaching development and reward	ID barriers to team/integrated teaching: create incentives - all faculty (TTT&NTT); examine RTP & other eval processes; foster faculty networking	3	
28	Teaching development and reward	Incentive based curric. for prof. development: part of prof develop review (mandatory); specific plans to focus on current needs	2	
29	Teaching development and reward	Ongoing teaching/learning opportunities for HIP: symposium for faculty/staff/personnel; mentoring matching; stipend to participants	2	
30	Teaching development and reward	Incentivizing best practice teaching through assessment	2	
31	Teaching development and reward			23
32	Retention (in addition to all others here)	Increase retention rates: find out why/why not students retain; do exit survey and SHARE data, population specific support [transfer - 1st gen - students of color - remediation], 1st year to 2nd year support	17	17
33	Campus teams and cross-campus communication	Implement Whitewater project teams model: get this underway by next year; use to build on passion and expertise	7	
34	Campus teams and cross-campus communication	Cross Campus Culture Communication: build network linking ALL campus departments; readily access for all offices to get info when needed rather misinforming STD's; integration of colleges with Admin offices; inclusive/integrative opps. for others to be involved	1	
35	Campus teams and cross-campus communication	Define the promise: action - every unit defines their promise; ask students to define promise; ask community to define promise	1	
36	Campus teams and cross-campus communication	"Vamos!" Intentional events [like the Undergraduate Experiences Symposium] bringing together faculty, staff, and students across all units.	1	
37	Campus teams and cross-campus communication	Create faculty with staff cross-unit working groups to further integrative learning (throughout curric. to co-curric.): incentives to participate; value work that goes into cultural change; common practices among deans for incentives	1	
38	Campus teams and cross-campus communication	Database of Initiatives, Research, Data [e.g., program assessment data, student exit surveys, etc.]; inventory of WHO is doing WHAT and what the OUTCOMES are (positive or negative): task force communication (reporting out) and accountability	1	
39	Campus teams and cross-campus communication	Stimulate connections: eLEAPmatch.com	1	
40	Campus teams and cross-campus communication			
41	Non-tenure-track faculty	Honor contributions of NON-TENURE TRACK FACULTY: reduced teaching load when working = LEAP concept; more robust involvement in departmental proceedings	12	12
42	Learning Communities (an HIP)	Develop learning communities to address specific student needs: culturalization, international. ESL, disability, cultural appreciation	10	10
43	Writing-in-the-Disciplines initiative or program (an HIP)	Create discipline relevant writing courses that are integrated into the core	10	10
44	Integrative learning and curriculum reform (other than HIPs & ELOs)	Compile matrix of integrative learning in practice or in progress throughout CU Denver and make it accessible and visible	3	5
45	Integrative learning and curriculum reform (other than HIPs & ELOs)	Improved reward for interdisciplinary initiatives: minor's that cross departments; team teaching	2	
46	Online teaching	Technology enhancements: accessible/easy to find links to available services that are spread; opportunity for online tutoring, advising, "virtual office"; funding to develop these	2	
47	Employ more students	Create on-campus internships and HIRE MORE STUDENTS	1	1



WELLNESS CENTER CU DENVER

62% of Students, Faculty, and Staff agreed they are likely to vote YES.

The Wellness Center's mission is to provide students with wellness resources, to promote healthy lifestyles, reduce risk behaviors and offer a safe, non-discriminatory environment. CU Denver's philosophy that wellness encompasses many dimensions, including physical wellness, emotional, spiritual and social wellness. The primary goal of the Wellness Center is to help students develop confident, healthy lifestyles which will persist throughout a lifetime. The learning experiences provided throughout the wellness curriculum are an essential part of the students' total educational experience at CU Denver.



University of Colorado
Denver

14,000 sq. ft. of Weight,
Fitness, and Cardio Space

3 Group Fitness Rooms
1 Multi-Activity Court
Gymnasium
2 Basketball Courts
*including Pull-Out
Bleachers for 1500*

6 Lane Lap Pool
*including Whirlpool &
Sauna*
1 Indoor Rock Climbing
Wall
1 Indoor Jogging Track

2,000 sq. ft. of Meditation,
Stress Management,
Health Consultation, and
Information Space

5,600 sq. ft. of Commuter
Lounge Space
*including Soft Seating,
Kitchenette, TV's, Games,
and Social Space*

112,000 sq.ft. of Turfed
Field Space

CU Denver Exclusive
Scoreboard

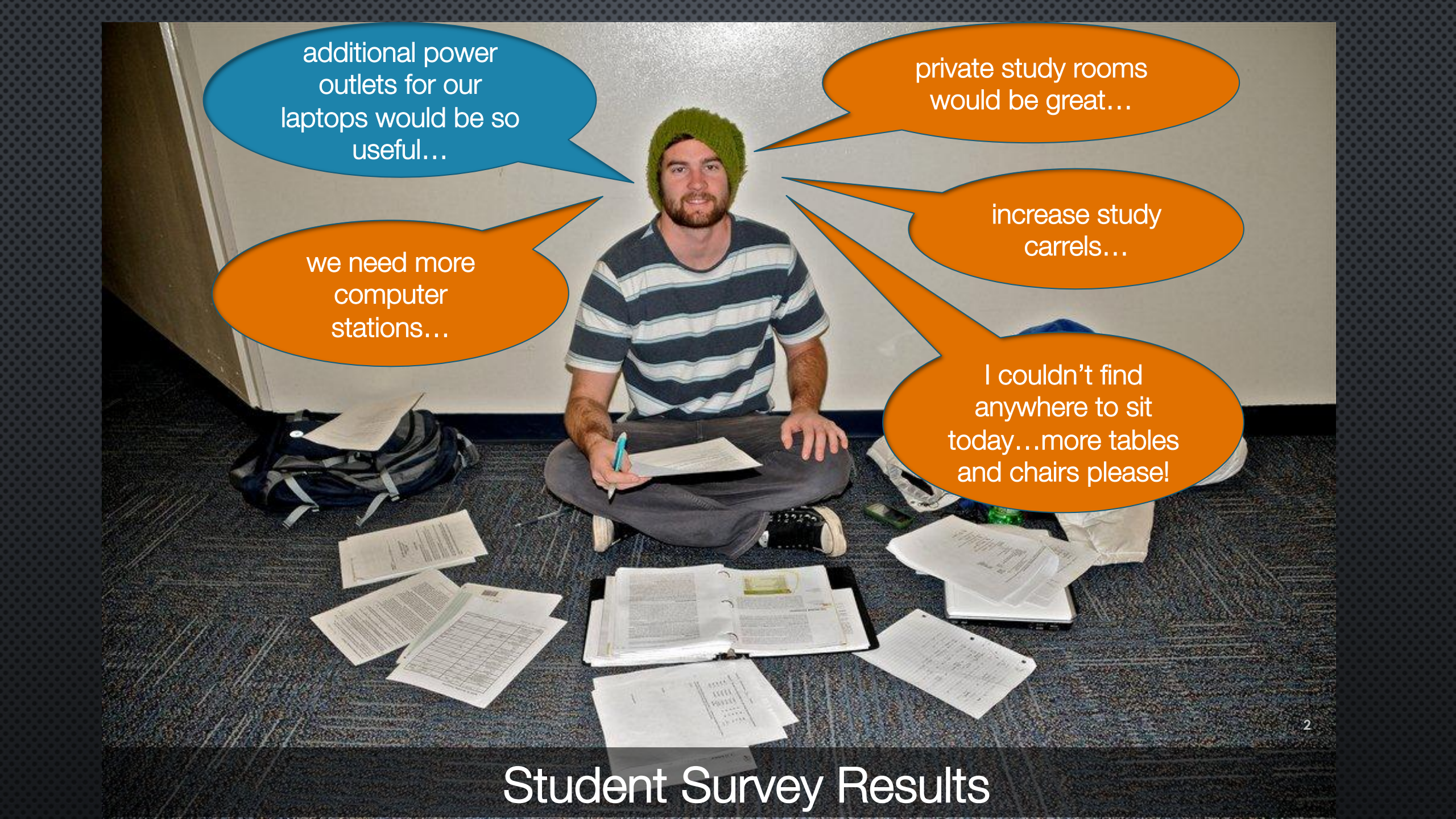
200 Seat Bleachers

Protective Netting around
the Perimeter

UNIVERSITY OF COLORADO DENVER

FACULTY ASSEMBLY

FEBRUARY 3, 2015

A man with a beard and a green beanie sits cross-legged on a carpeted floor in a library. He is wearing a blue and white striped t-shirt and grey pants. He is holding a blue pen and looking at a piece of paper. Around him are several papers, a backpack, and a laptop. Five speech bubbles point to him, each containing a different student survey comment.

additional power outlets for our laptops would be so useful...

private study rooms would be great...

we need more computer stations...

increase study carrels...

I couldn't find anywhere to sit today...more tables and chairs please!

Student Survey Results



Library as Lab
Landscape Architecture Courtyard Redesign

Governor Hickenlooper | The Long Bill



Ask Us Desk & Research Bar





Check Out, Check In, & Digital Signage

DISCOVERY WALL



Research Zone Computing



King Faculty Room



Bound Journals

**Group Study
Rooms**

**More Tables
and Chairs**

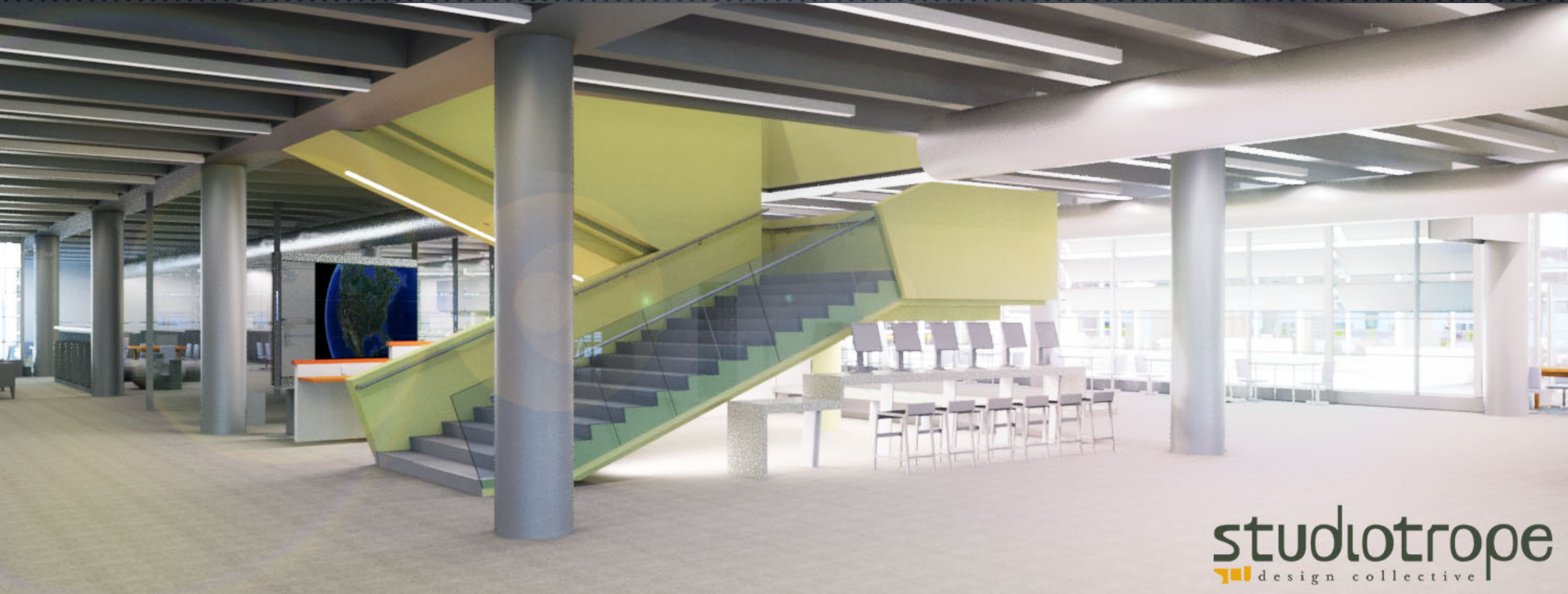
**Special
Collections**





Lawrence St Entrance – Canopy and Terrace

Staircase Remodel



Courtyards | New Furniture/Umbrellas



AURARIA LIBRARY

Engage your mind. Enrich your future.



Tuesday, January 27, 2015

Closes at 10:00pm

[all library hours](#)

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Research Guides

Library Services ▾

About the Library ▾

Ask Us

Tell Us

Quick Links

[Auraria Library \(Skyline\)](#)

[Colorado \(Prospector\)](#)

[Worldwide \(WorldCat\)](#)

[Database List](#)

[Journal List](#)

[Cite It!](#)

[Search Course Reserves](#)

[Faculty Resources](#)

[Center for Colorado & the West](#)

[Library Tutorials](#)

[Discovery Wall](#)



Start My Research ?

Find articles, books, media, journals and more



Articles, books and more Articles only Books only Media only

[Advanced Search](#)

Explore



New Group Study Rooms Open!

Six new Group Study Rooms have been added on the second floor.

Library FYI



Welcome Back! The Auraria Library is here to support your success.



Looking for textbooks?



Print from anywhere!



Adobe Creative Suite, SPSS, and More!

Auraria Library

Mary Somerville

University Librarian and Library Director

Mary.Somerville@ucdenver.edu

303.556.4587

Cindy Hashert

Associate Director for Education, Research, and Access Services

Cynthia.Hashert@ucdenver.edu

303.556.5256

A Professional Exchange on Diversity

February 7, 2015

Colleges and University Exchange 2 pm – 5 pm
Higher Education/Community Reception 5 pm – 7 pm

In 2012, the Chief Diversity Officers in institutions of higher education throughout the State of Colorado established a group to collaborate and exchange best practices on how to better serve the increasingly diverse population of Colorado. We continue to meet and extend an invitation to join the conversation.

2:00 – 2:30 pm **Welcome and Networking**

2:30 – 4:30 pm **Affinity Group Sessions**

Join fellow members of affinity groups, employee networks, caucuses, and resource groups to share best practices and learn about challenges and opportunities from other institutions of higher learning.

Groups include: Asian, Black, Hispanic, LGBT, and Native American Groups

Chief Diversity Officers and Equal Opportunity/Affirmative Action Officers Session

Chief Diversity Officers and Equal Opportunity/Affirmative Action Officers are invited to a special exchange of ideas to learn from one another and establish cross-divisional networks.

4:30 – 5:00 pm **Poster Session**

Graduate students, faculty, and universities are welcome to submit posters on research, best practices, and organizational designs. Posters will remain on display throughout the reception.

5:00 – 7:00 pm **A Professional Exchange on Diversity Reception**

Join diversity practitioners from across the state and community leaders for conversation and networking.

Who: Diversity Practitioners
What: Exchange of Best Practices
Date: Saturday, February 7, 2015
Time: 2:00 pm - 7:00 pm

Location: University of the Rockies
Tabor Center
1201 16th Street
Denver, CO 80202
Parking is available in the Tabor Center

[Click to register](#)

For additional information contact
Francesca Galarraga at diversity@rockies.edu.



UNIVERSITY
of the **ROCKIES™**

Diversity is more than our mission statement.

IT IS WHO WE ARE.

Service

| Integrity

| Diversity

| Excellence



 University of Colorado
Denver | Anschutz Medical Campus

International Student Barometer

Fall Wave 2014



About i-graduate

- The **International Graduate Insight Group (i-graduate)** is an **independent benchmarking and research service**, delivering **comparative insights** for the **education sector worldwide**: *your finger on the pulse of student and stakeholder opinion*
- The **Student Barometer** is the **largest annual study of students in the world**, with feedback from over **2 million** respondents
- **Used throughout the sector** to target resourcing and investment in improving services, teaching and support for students
- i-graduate surveys implemented **by 1,400 education institutions worldwide**
- Running in **28 countries** across **5 continents**

Process Summary & Scale

- Core questionnaire covering arrival, learning, living, support, recommendation, application and choice of institution
- Semi-standardised online questionnaire format, adapted and customised for each partner institution
- Students invited to feedback from October to December 2014
- 164,863 international students responded from 209 institutions in 18 countries
- Institution-specific results compared against comparator groups, national and international benchmarks
- Reporting: in person, confidential and customised to each institution



University of Colorado
Denver | Anschutz Medical Campus

Headline Results

Propensity to recommend

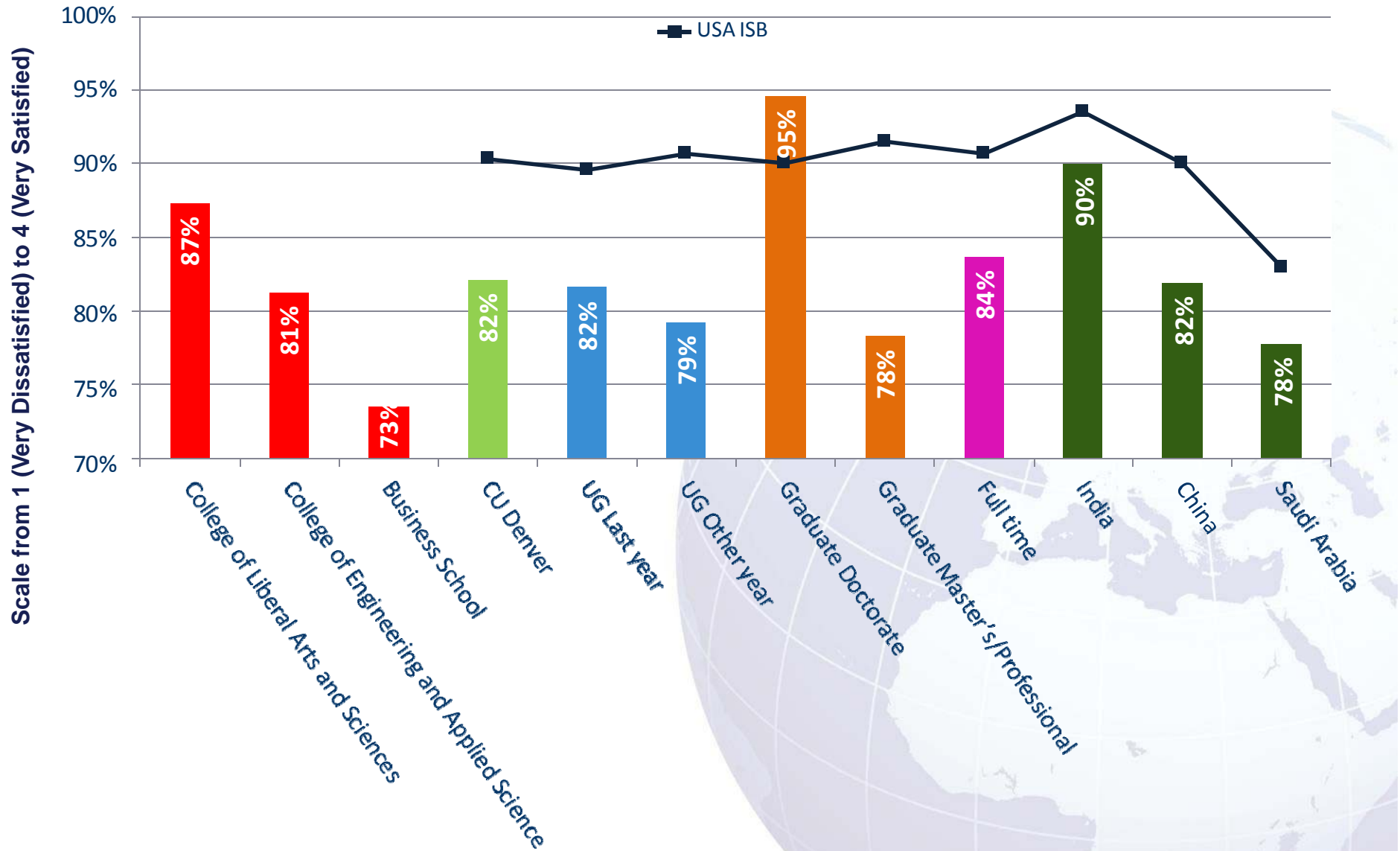
CU Denver (215)	2014 vs 2013		USA ISB (19050)	Global ISB (138327)
33%	+5%	I would actively encourage people to apply	39%	38%
41%	-1%	If asked, I would encourage people to apply	45%	45%
18%	-3%	I would neither encourage nor discourage people to apply	13%	13%
6%	-1%	If asked, I would discourage people from applying	3%	3%
2%	0%	I would actively discourage people from applying	1%	1%

Propensity to recommend (by study level)

CU Denver (215)		UG (94)	PGT (86)	PGR (32)
33%	I would actively encourage people to apply	30%	35%	38%
41%	If asked, I would encourage people to apply	40%	41%	47%
18%	I would neither encourage nor discourage people to apply	23%	14%	13%
6%	If asked, I would discourage people from applying	4%	8%	3%
2%	I would actively discourage people from applying	2%	2%	N/A



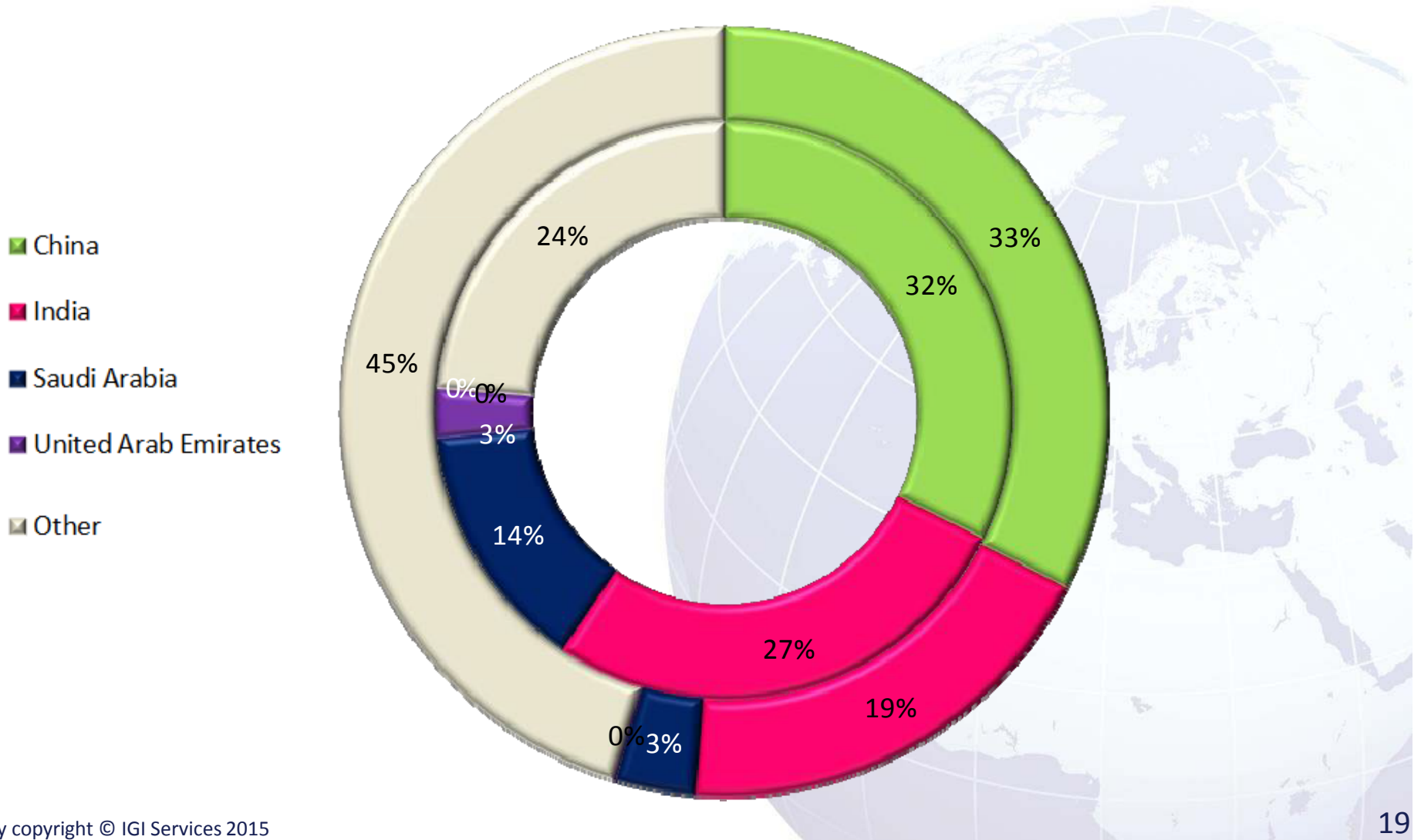
Overall satisfaction





Nationality breakdown

CU Denver (257, inner circle) vs USA ISB (23897, outer circle)

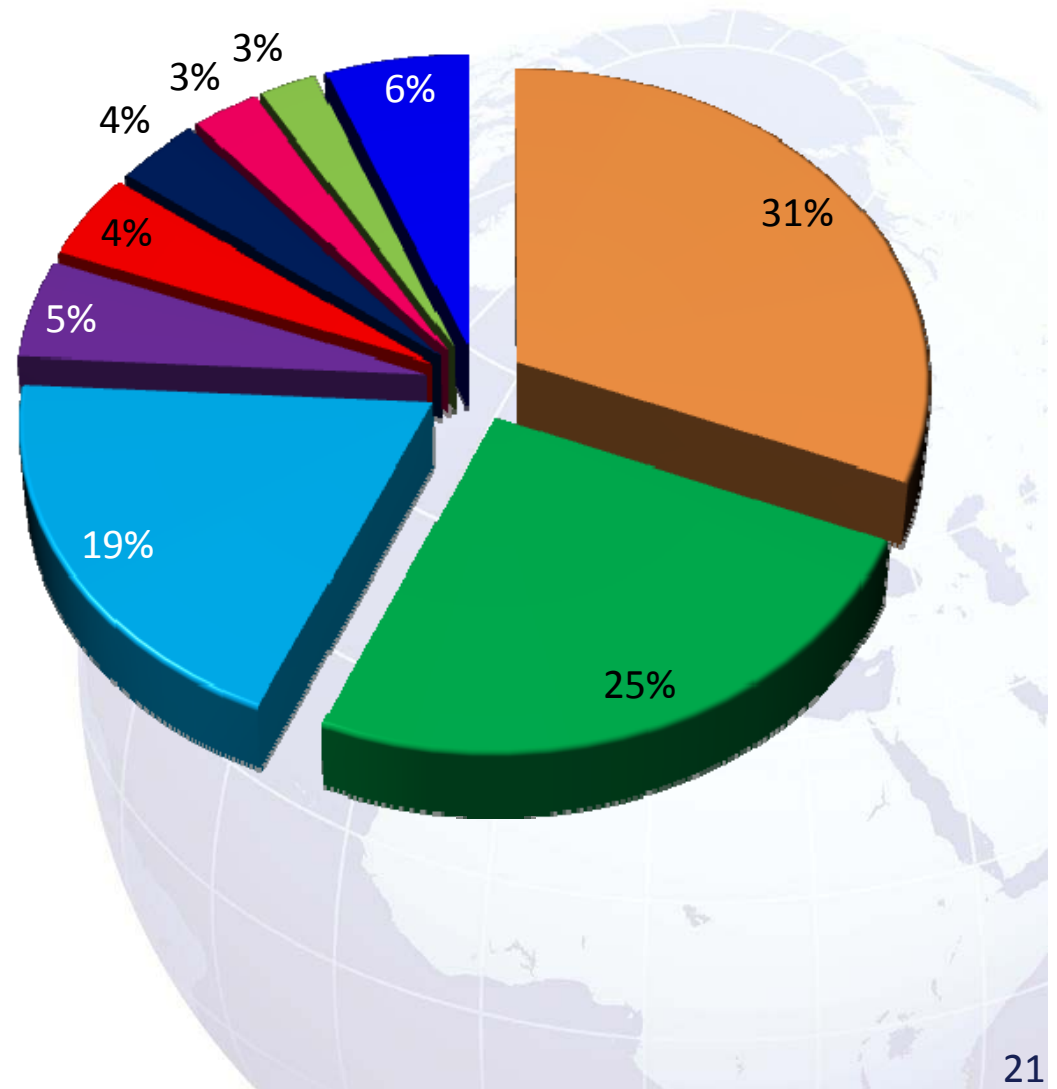




School/ Department breakdown

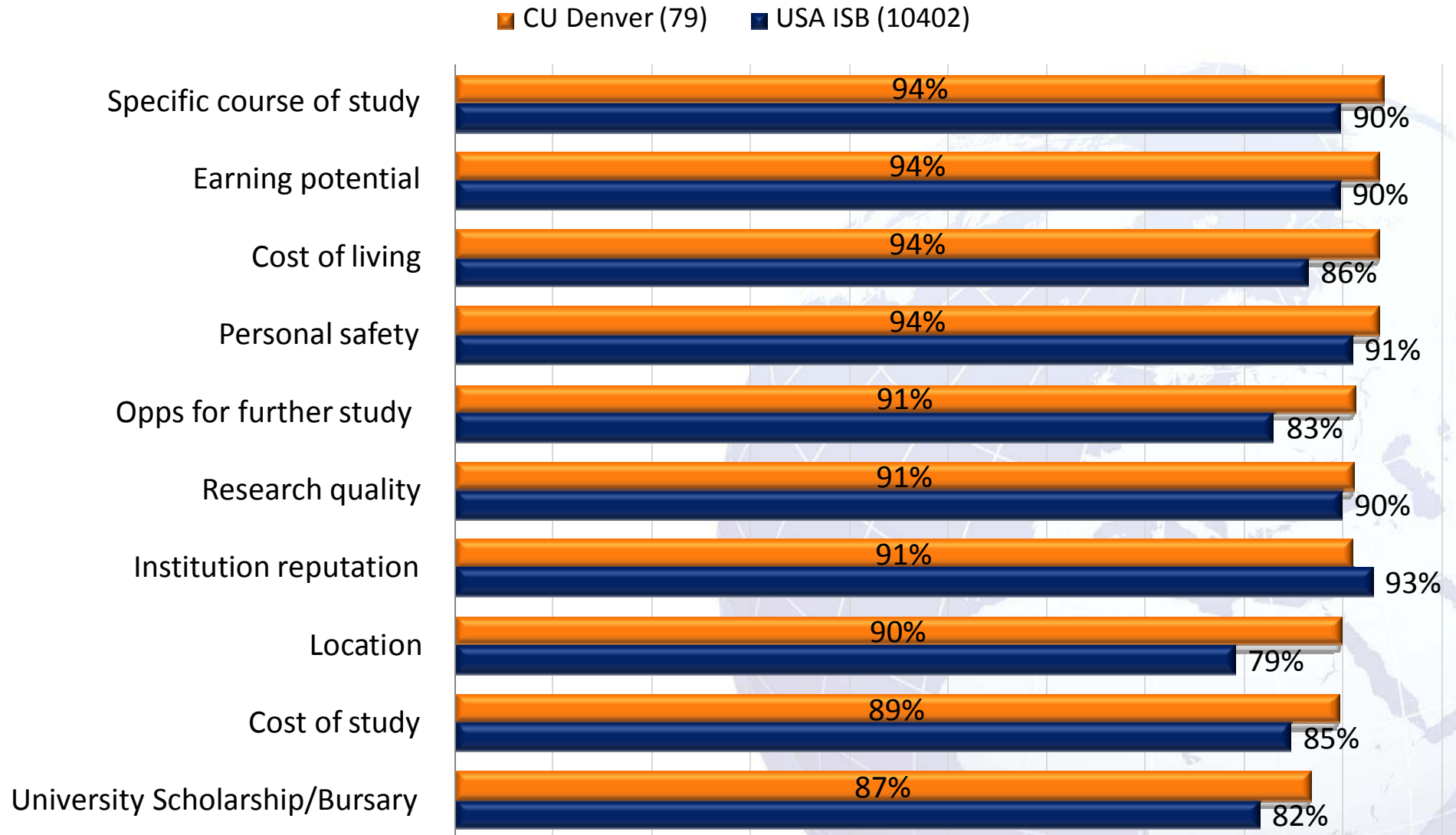
CU Denver (253)

- College of Liberal Arts and Sciences
- College of Engineering and Applied Science
- Business School
- Graduate School
- College of Architecture and Planning
- School of Dental Medicine
- College of Arts and Media
- Skaggs School of Pharmacy and Pharmaceutical Sciences
- Other



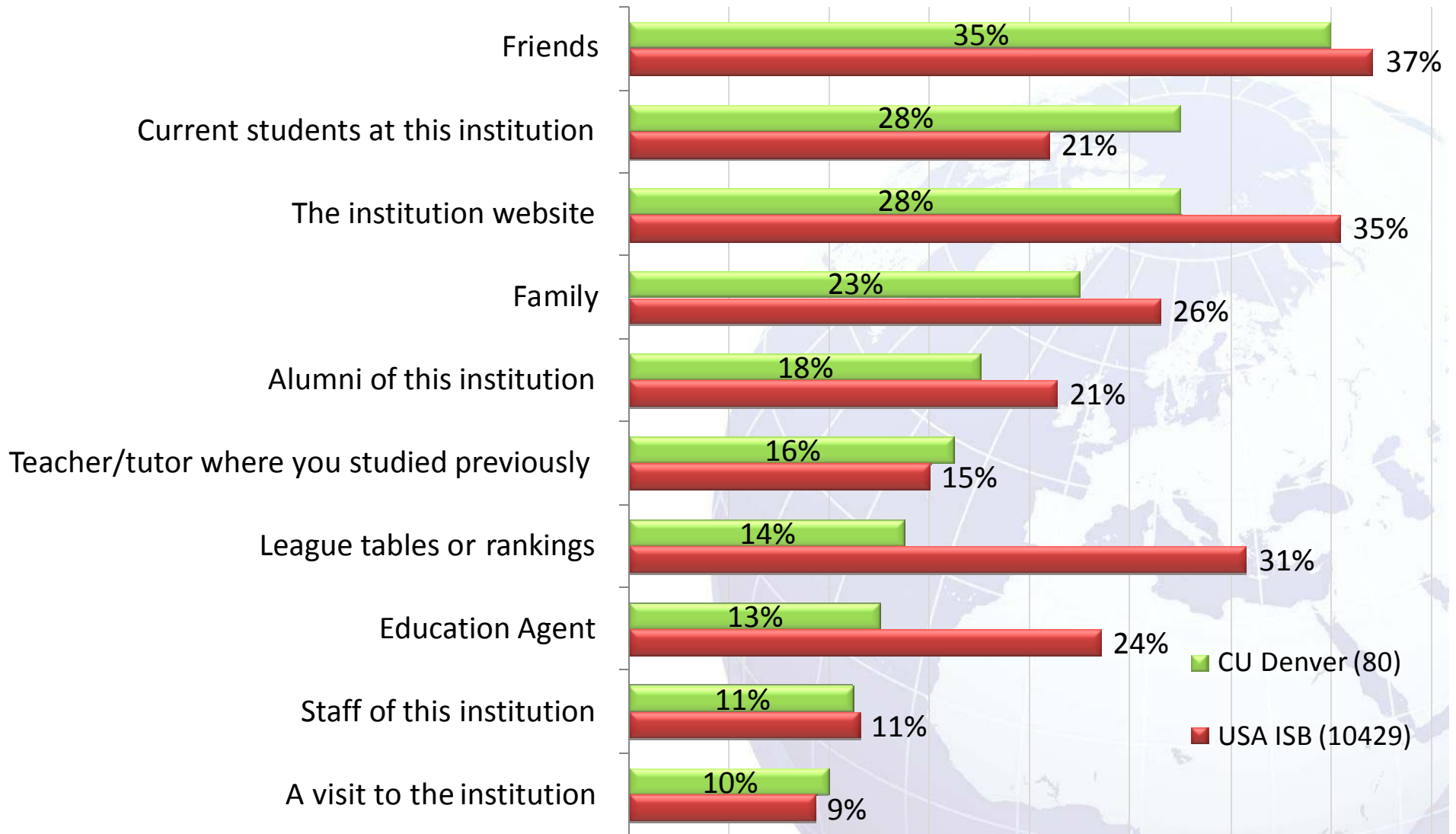


Top 10 factors in study decision (% important)





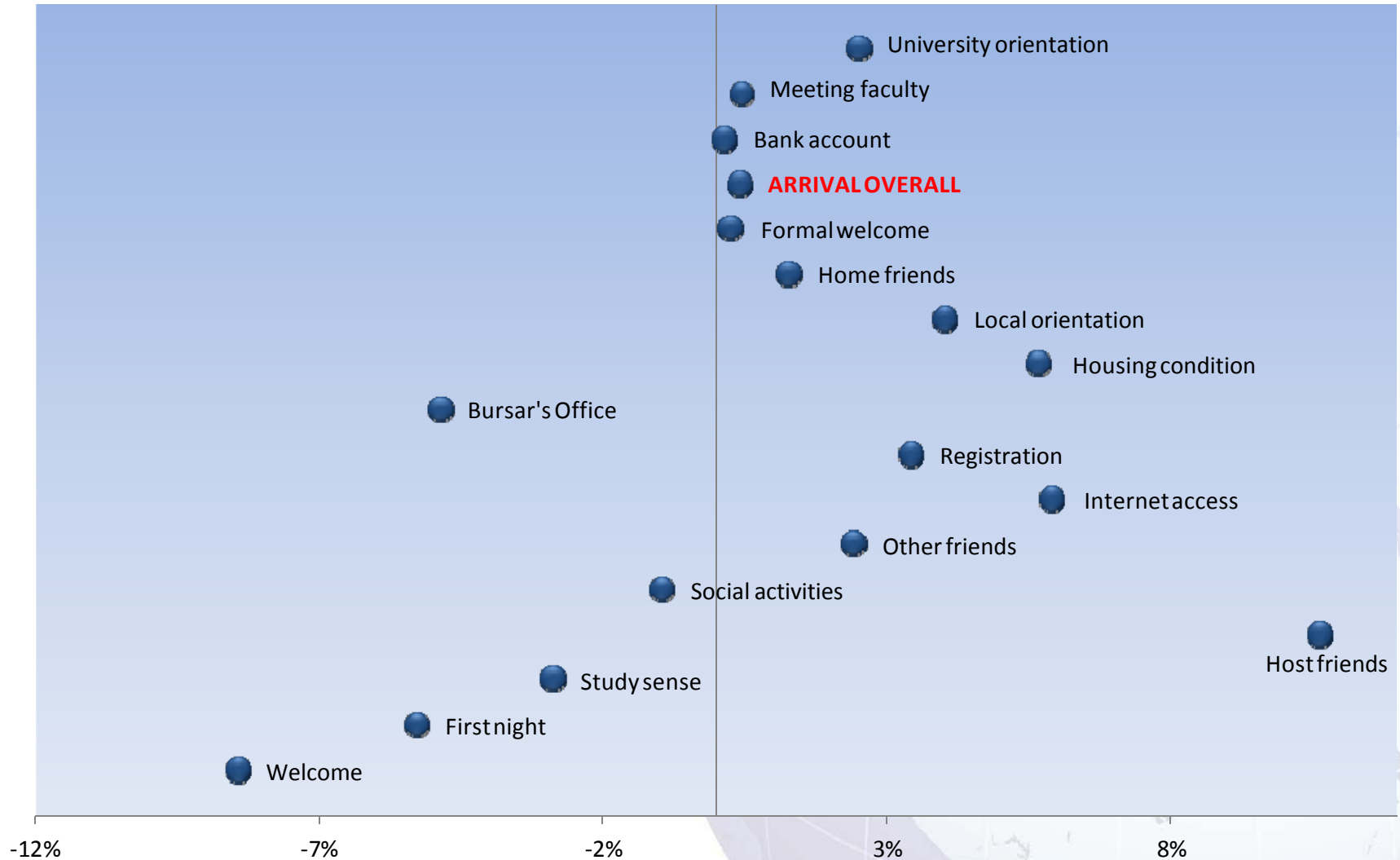
Top 10 key influences (choice of institution)





Arrival matrix

Institution satisfaction (sorted by % score)



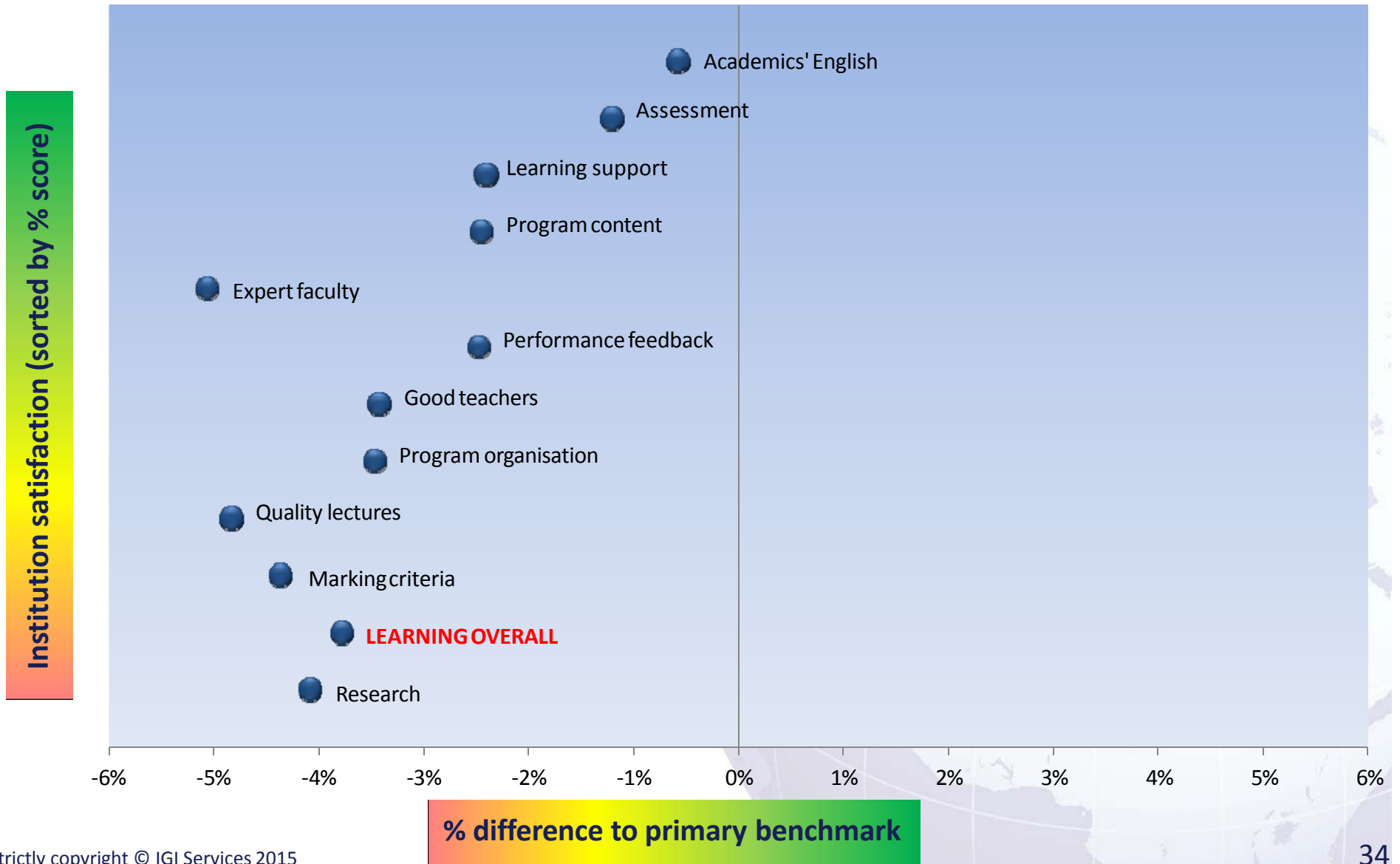
Arrival section asked to all 1st year students

Strictly copyright © IGI Services 2015

% difference to primary benchmark

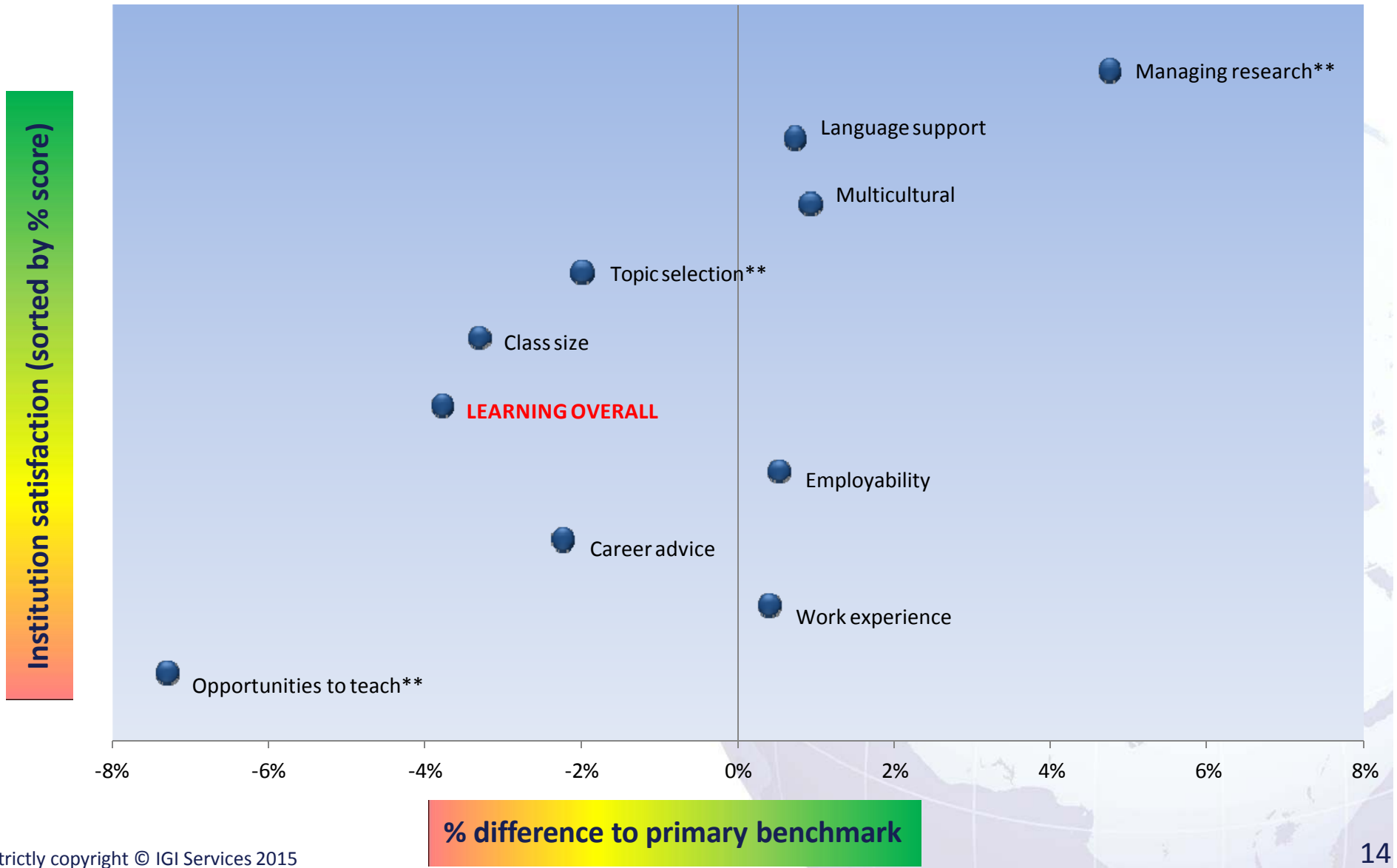


Learning matrix - Teaching



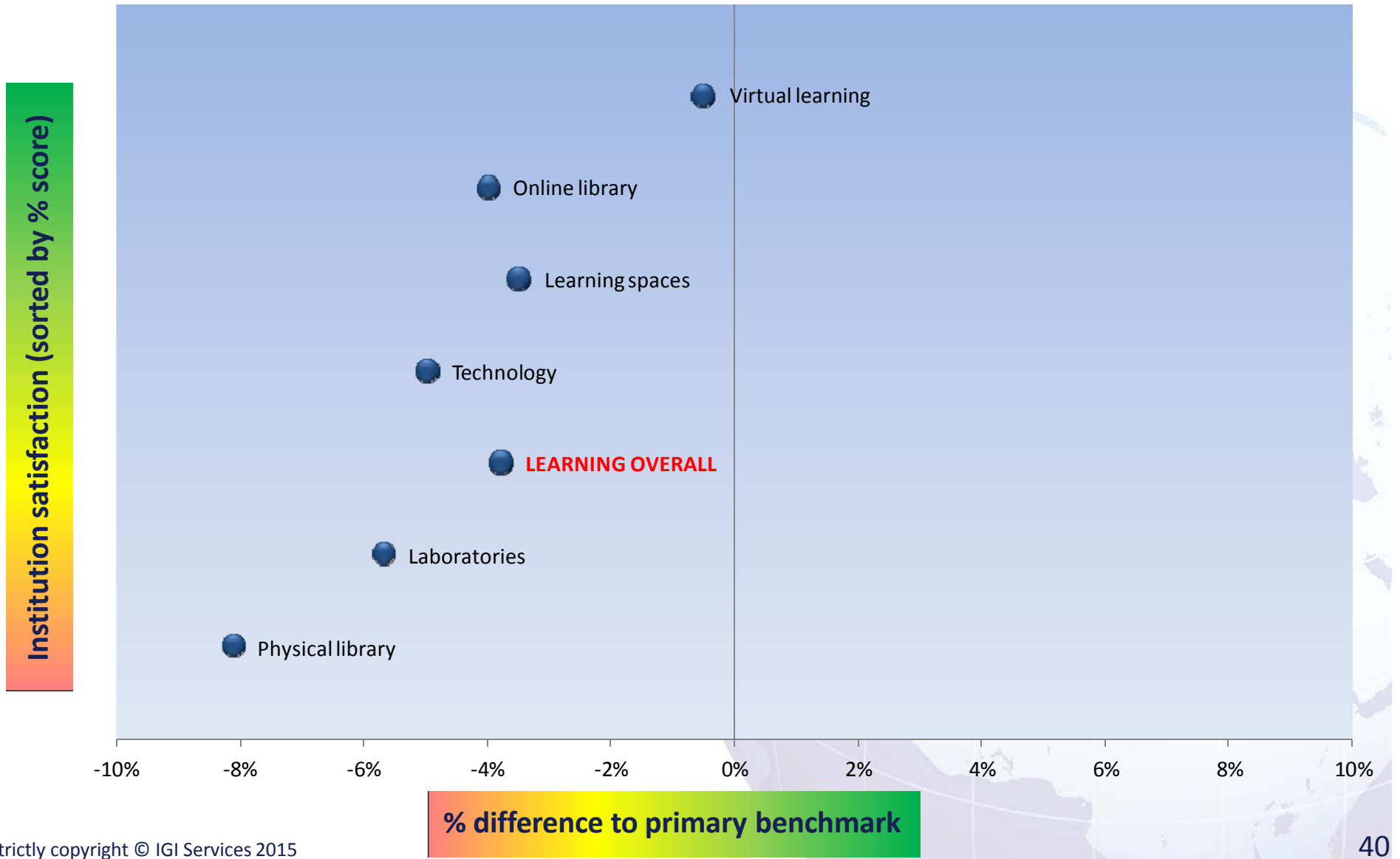


Learning matrix - Studies





Learning matrix - Facilities





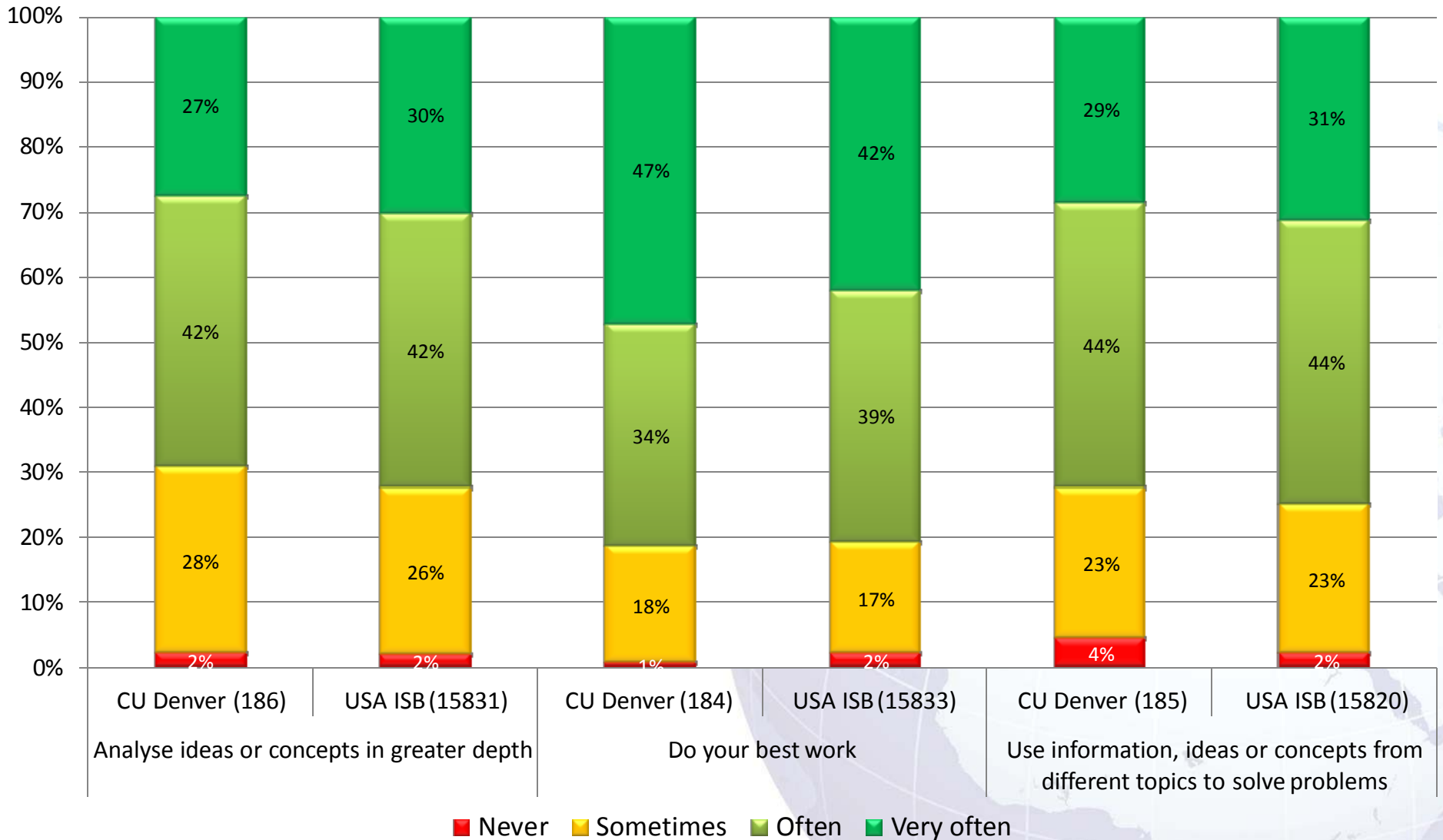
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 *i-graduate*
INTERNATIONAL INSIGHT
part of the Tribal Group plc

Engagement

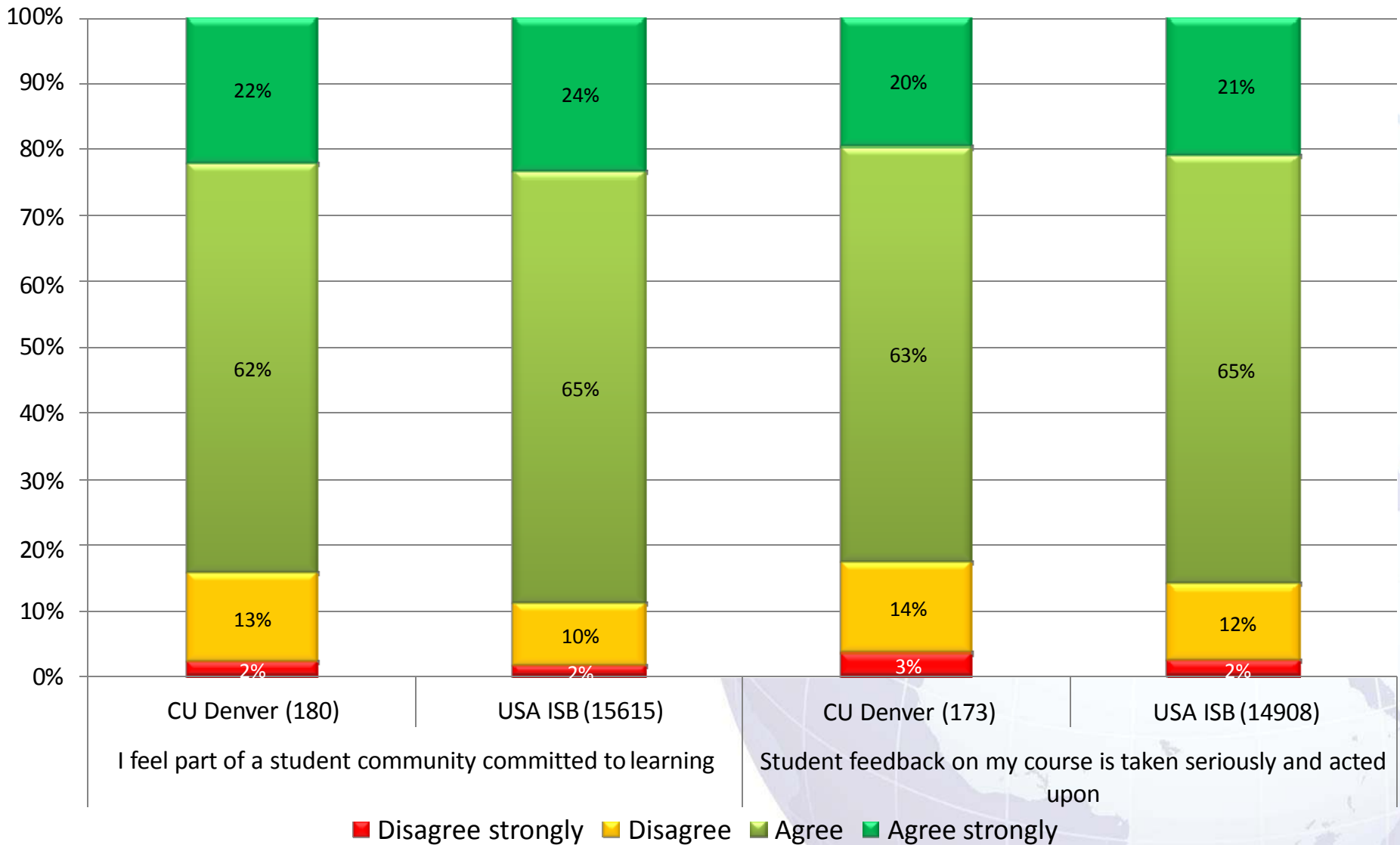


Student engagement - Challenges



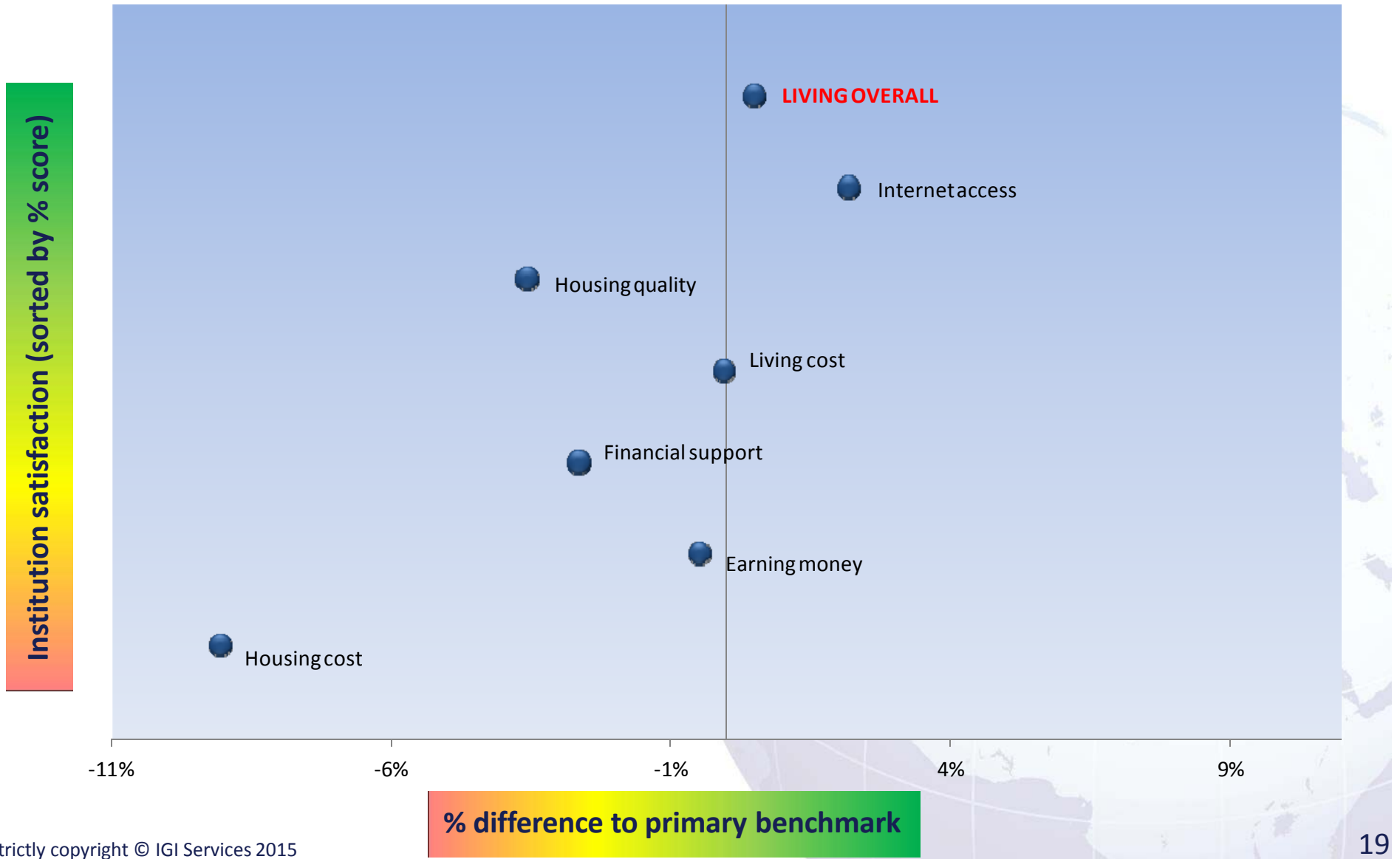


Student engagement



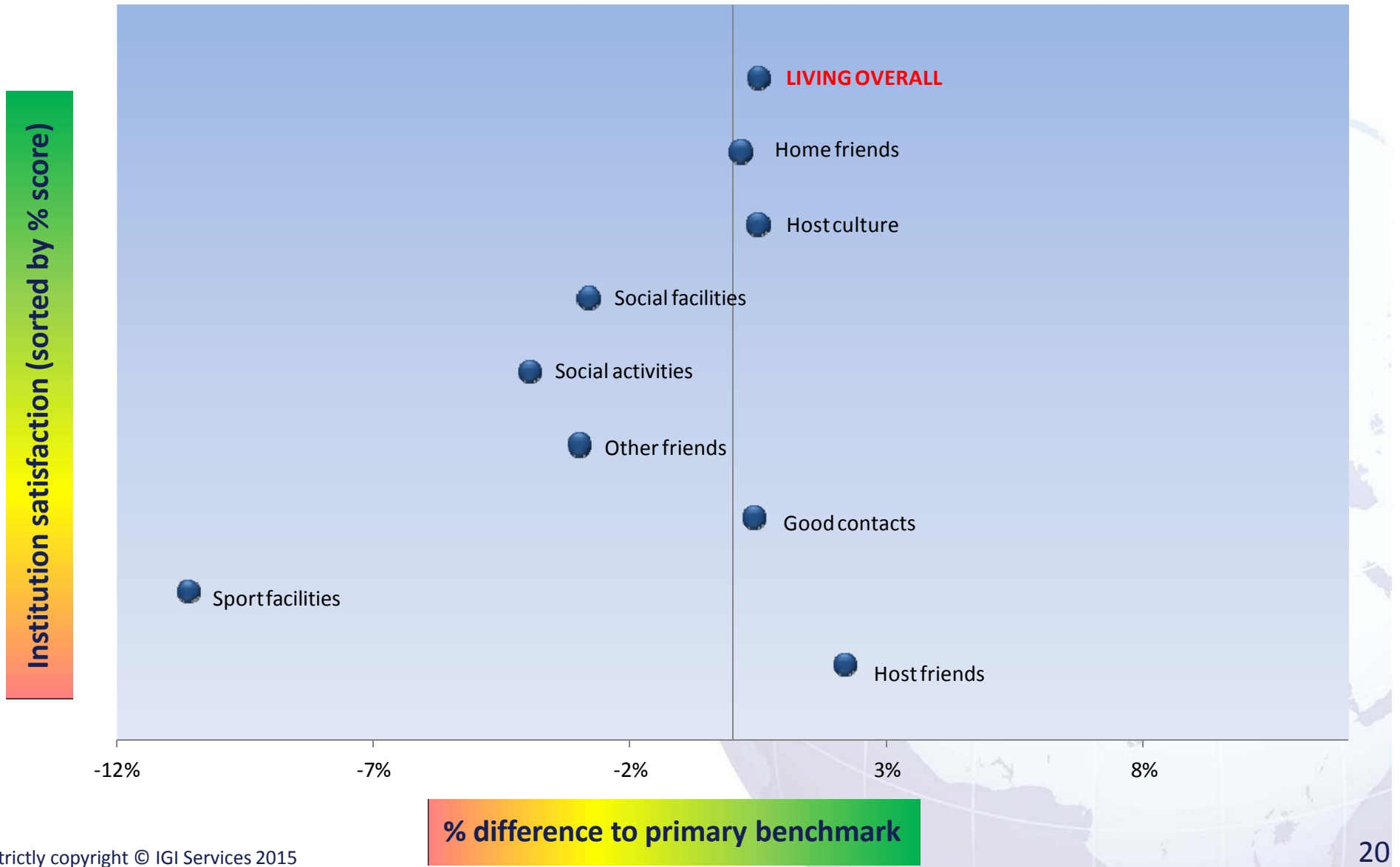


Living matrix – Housing & Living Costs



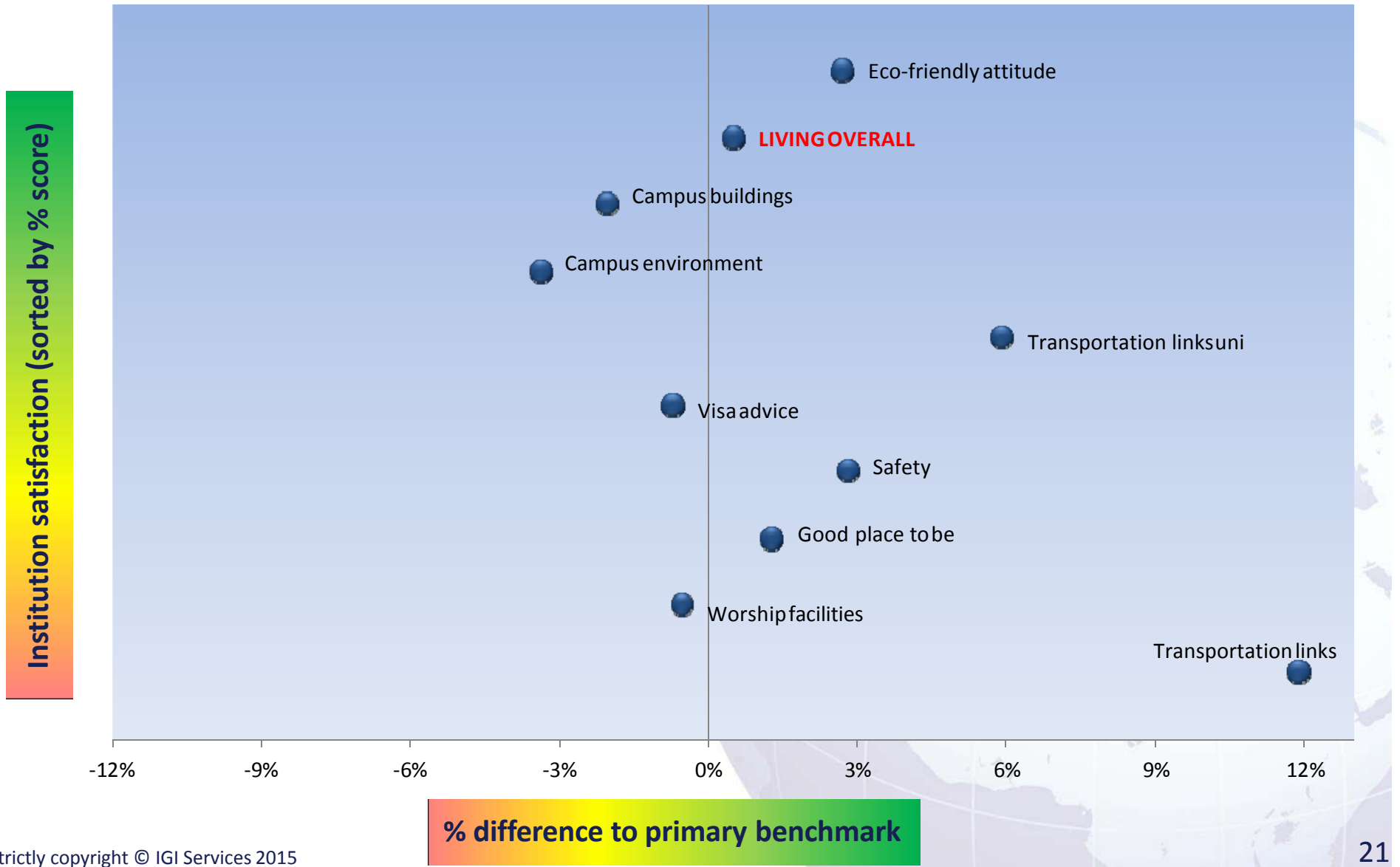


Living matrix - Social



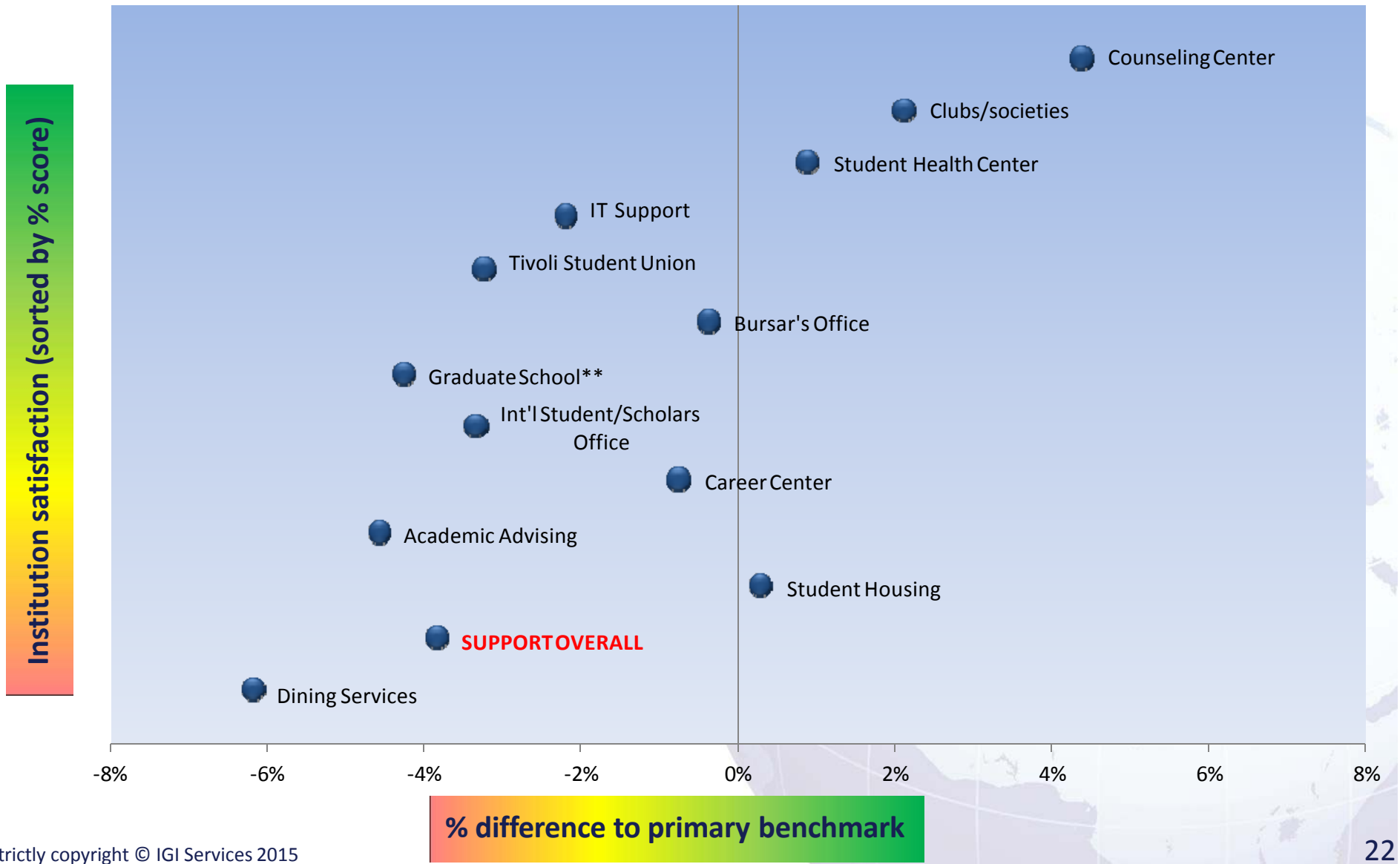


Living matrix – Day to Day Life





Support matrix





Multiple Means of Evaluation? Identifying Best Practices with FCQs

Workshop and luncheon*
Friday April 3 at 12:00-1:00 pm
Lawrence Street Center 1150

Learn from your colleagues about best practices on how to...

- Administer FCQs in the classroom
- Describe FCQ scores in self-evaluations
- Interpret and analyze FCQ scores for evaluating others

Join the conversation with the
CU Denver Faculty Assembly Minority Affairs Committee (MAC)

Register for the workshop at
<http://tinyurl.com/MACevent2015>

MAC is charged with making recommendations on the hiring, support, and retention of diverse faculty at CU Denver. In Spring 2014 MAC hosted a workshop that identified FCQs as an area of concern in the evaluation, tenure, and promotion of underrepresented ethnic/racial faculty.

Read more at <http://tinyurl.com/ReconsiderFCQs>

*Lunch is funded by the President's Diversity Fund for Development and Support



Everywhere is Rome: Intercultural Adaptation at Multicultural Universities

Milton J. Bennett, Ph.D.

Friday, November 13th, 9:30 – 11:00 am
Business School, Room 1800

*Specially prepared for CU Denver Faculty teaching
International Students*

Sponsored by the Office of International Affairs

Two cultural challenges facing faculties at the University of Colorado Denver are:

- 1) The growing influx of international students; and
- 2) The ongoing diversity of its domestic student body

While both groups of students typically make large efforts to adapt to the university environment, there are still major cultural gaps between (and among) them and the various academic cultures represented by faculty. Traditional orientation and equity programs can only go so far in addressing these gaps; eventually they end up in classrooms and laboratories as either obstacles or potential assets to learning. This session will review how an intercultural “mutual adaptation” approach reduces communication obstacles in the classroom, and it will suggest how the same approach can maximize the potential for cultural differences to become assets to education in critical analysis and creative thinking.

About the speaker:

Dr. Milton J. Bennett founded and directs the Intercultural Development Research Institute located in Hillsboro, Oregon and Milano, Italy (<http://www.idrinstitute.org>). He is also an adjunct professor of intercultural communication at the University of Milano-Bicocca and a consultant on the topic to corporations, universities, and exchange organizations in Europe, Asia, and the US. Dr. Bennett studied physics and cognitive psychology as part of his BA degree from Stanford University, has an MA in psycholinguistics from San Francisco State University and holds one of the first Ph.D.’s in intercultural communication (University of Minnesota).

Registration is required:

<https://everywhere-is-rome.eventbrite.com>



Proposal: Universal Syllabi Statement on Disability and Access

Faculty Assembly Disabilities Committee (DisC)

Co-Chairs: Amy Vidali (Amy Vidali) and Leo Bruederle (Biology)

January 30, 2015

At present, CU Denver has several suggested or required syllabi statements on disability and access. Some of these are effective, but others conflict with the requirements of the Americans with Disabilities Act and/or Section 504 of the Rehabilitation Act, and may foreclose conversations about best accommodation practices for particular courses. To encourage student success, comply with federal legislation, and meet our ethical obligations to serve all our students, the Faculty Assembly Disabilities Committee (DisC) created the following Universal Syllabi Statement on Disability, and is seeking feedback from Faculty Assembly and other groups on the statement and FAQs. The committee plans to conclude the feedback stage on February 25.

Syllabi Statement

Disability and Access

The University of Colorado Denver is committed to ensuring the full participation of all students in its programs, including students with disabilities. If you have a disability or think you have a disability and need accommodations to succeed in this course, I encourage you to contact Disability Resources and Services (DRS) and/or speak with me as soon as you can. (DRS is located in Academic Building 1, Suite 2116, and at disabilityresources@ucdenver.edu.) I am committed to providing equal access as required by federal law, and I am interested in developing strategies for your success in this course.

Frequently Asked Questions

Is the statement required? Can I adapt the statement?

In developing this statement, the committee sought to eliminate illegalities and inconsistencies across CU Denver's various suggested and required policies, so this statement is required. If you choose to add additional comments, they should not conflict with existing information. Though many disabled students will choose to discuss their disabilities with faculty members, disabled students are not required to do so (and may disclose only to DRS). All accommodations sanctioned by DRS *must* be provided.

Where can I find information about making my classes accessible for disabled students?

The Disabilities Committee (DisC) has created a [Disability Information for Faculty website](#) focused on inclusive teaching and campus-specific disability resources. [The committee is in the process of updating and relocating this website, which will be complete prior to releasing the syllabi statement.]

Where can I get additional information about disability policies for students and faculty?

For policies regarding disabled students, contact Disability Resources for Students (see contact information in syllabi statement above). For information for disabled faculty (including how to secure accommodations), begin at the [Disability Information for Faculty Information website](#), or go to the HR website and look under "[HR Policies and Guidelines](#)."

What if students ask for accommodations in the middle or end of my course?

Ideally, discussing the syllabi statement in your class will encourage students to secure accommodations early in your course. It's also possible that students may be diagnosed with disabilities, or realize that they need accommodations, after class is already underway. If this occurs, take time to speak with the student. Faculty are required to provide accommodations when formally requested at any time during the course, but accommodations are not retroactive.

A student with a disability wants to talk to me, but does not have a DRS letter. What should I do?

The first step is to listen to the student. Some students may choose to self-advocate, cannot afford required testing to gain DRS documentation, and/or have obvious disabilities with limited accommodation requests. The university does not require you to accommodate students without letters, but you may have discussions with the student and make informed pedagogical decisions, as you would with any student who approaches you with a concern or idea.

Contact the Disabilities Committee with ideas and questions. Visit the [Faculty Assembly Disabilities Committee website](#), or email co-Chairs Amy Vidali (amy.vidali@ucdenver.edu) and Leo Bruederle (leo.bruederle@ucdenver.edu).

CU Denver Minority Affairs Committee Event Announcement:

Hello,

The next CU Denver Faculty Assembly Minority Affairs Committee (MAC) event will be a follow-up to our Spring 2014 FCQs workshop, see [executive summary](#). This upcoming workshop will focus on “Recommendations for Best Practices for Evaluating Faculty and Courses.” Since one of the UCD criteria is “multiple means of evaluation for faculty and courses,” participants will be asked to select various modes of evaluation that they are interested in discussing to identify best practices.

A facilitator/note taker will be assigned to each group to record the comments, recommendations, and concerns that emerge in each group. After the workshop component is done, we will reconvene as a large group, and have each table share the key points of their discussion. We hope to take the findings from this workshop to guide our group in proposing and effectively disseminating the information to address faculty concerns about FCQs, and recommendations for best practice at CU Denver.

Proposed dates for the 2015 workshop are April 2 or 3, please indicate your availability via [Doodle Poll](#). Thank you.

Kind regards,
Denise, MAC Co-Chair

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University of Colorado Denver, Assistant Professor
Auraria Library, Associate Director, Technical Services
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Phone 303.556.4762 | Fax 303.556.2623
Denise.Pan@UCDenver.edu

Serving the University of Colorado Denver,
Metropolitan State University of Denver,
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