

CU Denver Faculty Assembly Meeting

December 7th, 2021

12:00 pm - 2:00 pm

Zoom

Minutes

Attendees: Colleen Donnelly, Ilkyeun Ra, Jarrod Hanson, Kevin Seeber, David Bondelevitch, Esther Sullivan, Geeta Verma, Larry Erbert, Linda Fried, Dennis DeBay, Jeremy Nemeth, Brad Hinson, Sondra Bland, Kathy Kelsey, Karen Sobel, Diane Tomback, Thomas Beck, Peter Anthamatten, Cristina Gillanders, Thorsten Spehn, Todd Ely, Xiaojun Ren, Kelly See, Maryam Darbeheshti, Jeffrey Schrader, Diana White, Mia Fischer, Vivian Shyu, Eric Jewett, Andrew Friedson, Constancio Nakuma, Michael Zinser, Fernando Mancilla-David, Joann Brennan, Inge Wefes, Todd Haggerty, Michelle Marks, Melissa Tackett-Gibson, Monique Snowden, Lawrence Cunningham, Eric Baker

(12:00 PM)

Jarrod Hanson, Chair of the Faculty Assembly

- Meeting brought to order.
- Motion to approve Larry Erbert, Peter Anthamatten Seconded
 - 22 yes, 1 abstain

(12:05)

Constancio Nakuma, Provost CU Denver and Executive Vice Chancellor for Academic and Student Affairs

- The Provost joined to thank the faculty for all they have done this semester and wished them well as we head into the holiday season.
- It does not seem like any major changes will be made as we head into next semester. We will continue to monitor the situation and address it accordingly.
- Graduation is intended to proceed, as normal with our current procedures in place.
- A question was raised, about the evaluation process for this past term. One faculty member who was teaching an 8-week course, had evaluations completed during the examination week and felt like this was not a fair process. Evaluations were not returned from term A until December 27th. This deprived the faculty member of feedback for term B. Further, it was inconsistent with practices for the last year or two. It violated the original agreement with faculty assembly at the time that was discussed and approved during the faculty evaluation process.
 - This will be looked into regarding the cadence of the FCQs and the negotiation regarding the timing of these evaluations.
- A concern was raised about training on properly including inclusion into syllabi.
- This led to a conversation about the push for a syllabus change regarding inclusion.
 - A workshop was put together to help give faculty training on inclusion.
 - There are concerns that some faculty don't have four days to attend a workshop and would still like to access the information regarding inclusion, so they can help create inclusive courses and classrooms.
 - Joann will be reaching out for CETL

(12:25 PM)

Katie Linder, Associate Vice Chancellor for Digital Strategy and Learning

- There are ongoing discussions across the system about the role of ODE at the system level and whether we want to shift some of the services back to the campus level.
- One direction they are looking at is more of an integrated or hybrid approach that would integrate our online students better with our campus.
- The Digital Strategy Task Force was created to take this on and shape a vision for our campus. You can find their website below.
 - <https://www1.ucdenver.edu/offices/provost/office-of-the-provost/online-education/digital-strategy-task-force>
- They have hosted 7 campus conversations as well as 4 additional stakeholder meetings. They have 6 more scheduled.
- They will have recommendations to the Provost and Chancellor by late March.

(12:40 PM)

Thomas Beck, Chair of the Ethnic Diversity Committee

- A proposal has been put together to create a Critical & Emerging Issues Fellowship program (CEI-Fellowship) that invites scholars, students, and staff to speak about timely issues impacting CU Denver, the Denver metropolitan area, the nation, and humanity. Through their lectures, applied scholarly work, and outreach efforts, the CEI-Fellowship will highlight the scholarship, creativity and dedication of CU Denver and create a continuing dialogue with the greater Denver community.
 - The purposes of the CEI-Fellowship is threefold:
 - Create an opportunity for CU Denver faculty, staff, student members to engage in open and respectful conversations with one another and the Denver metropolitan.
 - Highlight and support CU Denver faculty, staff, student research, engagement, and expertise.
 - Provide a platform to consider relevant social and cultural issues and their impact(s) on the campus, Denver metro, Colorado, region, nation, and/or the globe.
- There were some concerns regarding eligibility, as there didn't seem to be a process or mechanism in place to ensure that ideas have merit. Without a filtering process, you may be inviting ideas that do not have merit to them.
 - A rubric type of framework could be very useful in evaluating the ideas proposed.
- A question was raised about where the money will be coming from.
 - It is not clear yet what type of funds are available and how many awards could be given. That will be determined later.
- There were concerns regarding the time commitment that this proposal would create. A recommendation was made that the responsibilities could be split, and multiple people could take this one.
- Thomas Beck will be taking this back to EDC to integrate the recommendations into the proposal and bring it back to the general assembly for the next meeting.

(12:55 PM)

Colleen Donnelly, Chair of the Disabilities Committee

- To help individuals on our campus, we must know who the individuals on our campus are. We would like to know more about our community. There is currently a form on CU Access that allows individuals to self-report their disability status. However, individuals on our campus do not use that.

- What they want to do is to start collecting information and ask when the university does surveys that collect demographic information, that an additional question be added that asks if individuals have a disability and make it a standard demographic question.
- They want people to be able to self-identify and get data on individuals who are potentially outside of ADA.
- Motion to Approve Thomas Beck, Linda Fried Seconded
 - 21 yes, 5 abstain

(1:10 PM)

Joann Brennan, Interim Associate Vice Chancellor for Faculty Affairs

- The University has shifted the merit pool timeline, to allow decision on merit pool increases to be made after Fall Census. With that change, conversations started about the annual review of Faculty. Currently it is on a calendar year. They are now hoping to adjust the annual review process to the academic year calendar.
 - One thought is that we could transition by including Fall 2021, Spring 2022, and Summer 2022 to this current review cycle to shift reviews to Fall and align with the academic year.
- There were concerns about the timing regarding tenure promotion and evaluations. The timing of this must be really thought out, as it could create a workload conflict. This has been thought through to ensure that we avoid any potential problems.
- As it stands now, in August faculty would start preparing required review materials. September – October, faculty materials would be reviewed. November, evaluations, and ratings completed and submitted.
 - Right now, they are assessing whether schools and colleges would be able to complete all processes necessary. But currently it is looking like all schools and colleges would be able to get this done.
- Motion to vote to endorse, Peter Anthamatten, Larry Erbert Seconded
 - 23 yes, 2 abstain

(1:25 PM)

Maryam Darbeheshti, Chair of the Committee on the Status of Women

- The Committee on the status of women created a proposal that focuses on how the pandemic has disproportionately affected women and minority group faculty. The proposal has recommendations on how the university can work to address this problem.
- Colleen Donnelly Motion to Support, seconded by Kelly See
 - 20 yes, 1 abstain

(1:35 PM)

Jarrold Hanson, Chair of the Faculty Assembly

- There are openings on a few Faculty Council committees. Below are the openings, if you are interested in serving, please contact Jarrold Hanson.
 - Communications (IRC Member)
 - Women's Committee
 - LGBTQ+ Committee
 - EPUS
 - Disability and Access Committee

(1:45)

Committee Reports

- **Educational Policy and Planning Committee:** Continuing work on two initiatives. APS 1031 on syllabus policy, and APS 1009 which looks at multiple means of teaching evaluation. They will have things to bring back to the Assembly on those soon.
 - EPPC has wrapped up the APS 1007 Multiple Measures of Teaching Evaluation and is continuing the discussions around the Campus Syllabus Policy.

- **LGBTQ+ Committee**
 - In the fall, the LGBTQ+ FA Assembly Committee partnered with OIT and other DEI campus stakeholders to enable a system-wide Zoom pronoun feature that allows users to enter and share their pronouns. *Why is this important?* While pronoun sharing can be particularly important to LGBTQ+ community members, using pronouns benefits *everyone*, enabling all to share about themselves and be more respectfully treated on Zoom. CU Denver student Spencer Green (they/them/theirs) said: “Making pronoun features available and easily accessible allows for pronouns to already be a part of the structure of a class rather than something I would have to manually edit in my display name, which eases my concerns about if there could be an accidental misgendering or use of my legal name. By being already included instead of having to make space for myself and pronouns, I feel more valued and seen.” More info is available in this article from CU Denver News.
 - The LGBTQ+ FA Committee has also partnered with the College of Arts and Media to pilot an LGBTQ+-inclusive pedagogy training for faculty and staff. Focusing on student success and retention, these workshops cover basic competency in LGBTQ terminology and inclusive pedagogical practices regardless of discipline. After conducting the first round of workshops this fall, the committee will continue to offer them in the spring. If you would like to bring a workshop to your department or college, please contact Mia Fischer (she/her), Chair, LGBTQ+ FA Assembly Committee at: mia.fischer@ucdenver.edu.

- **Learning, Educational, Technology, Teaching and Scholarship Committee**
 - AHEC Classrooms: Conversations with AHEC about classroom infrastructure in Plaza and King continue. Classrooms are in differing states of repair and functionality; we are attempting to identify ways/means to ensure classrooms have a sustained baseline. Dialogue open with AHEC, OIT, MSU, and CCD.
 - Proctorio: Lindsey Hamilton, Amy Hasinoff and I are opening conversations with academic programs that have high-use of Proctorio. We aim to understand their needs and avoid disruption of their pedagogies should the university break ties with Proctorio. Also, sharing context for the DEI concerns affiliated with Proctorio.

- **Committee on the Status of Women**
 - Parental leave policy
 - Committee discussed supporting a parental leave policy that does not include using all sick leave and is line with CU Boulder’s parental leave policy; also discussed the need for the current CU Denver parental leave policy to be more consistently utilized and enforced across departments and units. Currently, a person’s leave details depend on who decides the person’s leave (e.g., department chair, Dean).
 - As a group, we aren’t sure the best avenues for advocacy for a new policy or for advocating for consistent use of an advantageous interpretation of the current policy. We will follow up with Human Resources and others as a first start to find out what avenues would make sense.
 - University guidelines to address gender disparities
 - Proposal to Adopt Recommendations to Support Faculty Negatively Affected by the COVID-19 Pandemic
 - Presented to General FA and approved on 12/7/2021.
 - CSW’s partnership with the office of DEI to join the Affinity Networking group and provide feedback

- Discussion on possible intersectional issues, like gender disparities and parental leave.
- **Disabilities Committee**
 - Working on disability question for campus administered surveys. Considering hosting a symposium on neurodiversity next academic year with other stakeholders and perhaps a speaker in spring. Seeing if we can work with the DRS working group esp. on getting better ACCOMMODATE letters out in Jan. We will see what other projects we can pursue together. Our goal is to provide resources for faculty to help them to work with students and to improve accessibility in classrooms. Looking into ways to help with mental wellness on campus, perhaps eCPR
- **Ethnic Diversity Committee**
 - **Critical & Emerging Issues Speaker Series and Fellowship Proposal**
 - We solicited and received feedback from the CSW, Disability Committee, LGBTQ+ Committee, and other stakeholders on our proposal. At our Dec 3 meeting we incorporated that feedback into the document, which I presented to FA yesterday. Between now and Feb 1st the EDC will discuss the valuable input provided by FA on the proposal and make the necessary revisions to it so it can be presented to FA again at its Feb meeting.
 - **Regent Policy 10E, Non-Discrimination: Compensation Principles**
 - At our Dec 3 meeting we discussed the proposed revision to this policy being considered by the Regents: <https://www.cu.edu/doc/policy-10e-draftpdf>. Our concern with it is that it's vague and short on detail (it's only a paragraph long), and the sections in the prior version of the policy addressing how to file a salary grievance have been deleted, leaving the policy open to multiple interpretations. Evidently, the Regent Governance Committee will have a first reading of it on Dec 16, and then a vote on it on Jan 12. If the committee votes for approval, it would then go to the full board for a vote... *probably*. We still haven't verified the steps indicated here are the correct ones! EDC would like to confirm this timeline so we'll know if we, and/or the FA, will have the opportunity to make our concerns about this policy known to the Regents. We also need to discover what the proper channels would be to express our concerns. Lastly, we are uncertain if this policy revision is being made to meet the new Colorado Equal Pay for Equal Work Act requirements, because the old version may be in violation of this new state law. If this is the case, a more detailed policy 10E may not be necessary! We have shared all of these questions and concerns with Jarrod and he is working to provide us with additional information.
 - **Campus Climate Survey**
 - This survey has closed! More than 4,100 people completing the survey—including 69% of our staff, 45% of our faculty, 23% of our graduate students, and 20% of our undergraduates. Per the Chancellor and VC for DEI Farias, the University will use the findings of this survey to guide its comprehensive efforts as elaborated in our 2030 Strategic Plan—in particular, Goal 1: **Become the nation's first equity-serving institution**, and Goal 5: **Be known as a people-centered best place to work**. Survey results will inform action plans outlining how the University will pursue change in key areas for the future. The University will also continue to solicit feedback from our campus community and engage with its broader stakeholders. The CU Denver Climate and Workplace Culture Steering Committee will begin to analyze the survey's results in the coming months. At some point in the spring semester these results will be shared as will information on how the school/college/unit teams will develop meaningful action plans. EDC will pay close attention to these results, as they will greatly inform how we proceed with our work.
- **Budget Priority Committee**
 - Continue to explore strategic plan investments and sources of funding

- Collecting information on the budgetary aspects of CU Denver's development/fundraising activities
- Working with the budget and finance staff to identify opportunities for improved budget transparency
- Please let the committee know (todd.ely@ucdenver.edu) if there are budget and finance-related issues of interest that faculty would like us to raise with the Chief Financial Officer

(2:00)

Meeting Adjourned