

UCDALI Executive Committee Meeting
02/03/2023
Minutes

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

CHECK INS

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

PRORATING COURSE PAY (UNDER ENROLLMENT, OVERAGES)

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

IRC INCLUSIVE LANGUAGE

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

APS FACULTY TITLES

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

IRC VIRTUAL FORUM FOLLOW-UP

- Review of In-Person Forum:

- IRC encouraged to bring concerns to UCDALI, leadership has asked we look into budget website and submit comments
 - Meeting with reagent in March, focusing on initial 3% cuts in academics
 - AVCFA acknowledged faculty actually have expertise in consultation for cuts
 - Faculty assembly beginning to dig through budget spreadsheets from Jenn St. Peters, BPC (budget priority committee) is looking at it, but the info seems different from what has been presented.
- Implementation of IRC roadmap follow-up
 - what is the state of MYC (multi-year contracts) and how will implementation be addressed; promotional pay raise amounts; what is relationship of roadmap to budget realignment; what are the tangible changes of improvement that we can point to?
 - MYC has been **officially approved** by AVCFA, 10% of IRC target implementation, 50% by June 1 (rapid implementation plan to get caught up); everyone by FA23
 - State is voting for 5 year contracts.
 - Lecture's award up on the website (\$1500)
 - removed language for things lecturers weren't able to do
 - Standard minimum raise from Asst to Acc and Acc to Full?
 - unknown, but seems to be taken seriously
 - If anyone has gotten \$500 or less, make it known!
 - Working with CFDA and UCDALI to increase amounts of prof development
 - \$500 for classes cancelled after 2 weeks.
 - Faculty who move from IRC to admin, their position will be held (this was not formerly in place)
 - AVCFA working on this
 - APS 1027, CU Denver CAP 1007 on MYC salary increase
 - UCW Union Feb 09 Noon at the Tivoli (wear red!)
 - On Colorado Bill SB23-111
 - Open Dialogue:
 - "Most protected I've felt since starting in 2011" integration apart from titles
 - SCHD inspired energy by UCDALI, internally having conversations
 - IRC has less influence in finance as they do in pedagogy;
 - SCHD faculty wants to allow CTT to decide how research and service percentages shake out