

UCDALI Executive Committee Meeting

11/03/2023

*Minutes*

In Attendance: Elizabeth Pugliano., Dennis DeBay, Jason Machado., Thorsten Spehn., Laurel Hyslop, Salah McCloskey, Maryam Darbeheshti, Vivian Shyu, Kodi Saylor, Paula Schindtlein, Jim LoPresti, Pam Laird, Thomas Dunn, Jenny Steffel Johnson, Leigh Ann Rutherford, Jeff Golub (in absentia), Eric Baker

**BRIDGE NETWORK UPDATES**

- **(SEHD):** Dean and Finance support title changes to teaching professor, working to get everyone who is being promoted taking care of; voting on criteria next week for TP, working on very specific criteria for instructor, senior instructor
  - o (in relation to whether or not instructors/senior instructors holding a PhD was a factor).
- **(SPA):** Great listening session a couple weeks ago, Associate Dean met with IRC faculty, we're being heard.
- **(CAP):** Resuscitated college governance committee, everyone has been included in conversation; nothing specific to IRC, except one is applying for Associate Dean positions.
- **(LIB):** Annual meeting with Chancellor Marks, lots of topics: staff and student mental health, 2.6% budget adjustment, budgeting, hiring, etc.
- **(ICB):** One person volunteered for the academic committee, chancellors coming to visit ICB.
- **(CLAS):** Dean spoke on the budget, included in dean's notes; retirement incentive plan, positions won't be back filled; depending on who elects for the retirement package, we don't know yet what impact this will have.
- **(BUSI):** Been solicited for suggestions on budget cuts; working on NFCQ committee to see if we can make the rankings more fair on performance reviews. Suggestion: consider the response rate adjusted mean in addition to stats.
- **(CEDC):** IRC faculty are aware of the work that is in process, we have many various, unique positions, no one specific line that captures all IRC in Engineering; faculty feel hope for fair compensation and MYCs.
  - o General discussion on who is interested in MYCs, who is electing or declining; suggestion to parse this data.

## AVC FACULTY AFFAIRS TURAN KAYAOGU

- Three Items:
  - (1) Thank you to Beth, Dennis, Thorsten on CFDA IRC Prof Develop funds. Decisions are made, in the process of notifying. Overall was rigorous, we were able to support many faculty! Second round of funding coming up.
  - (2) IRC promotion adjustments: determining how it will be applied to those previously promoted (approx. 100 faculty), 27 of them have received standardized pay this year, others in Dec/Jan, for the promotion date Aug 15.
  - (3) Work on APS 5060 continues, hearing job classifications issues from Deans and Library, hopeful to push forward; some of the processes at the campus level are not in place yet, process being vetted by FA.
    - IRC appeal process included in 1019 has been submitted to FA academic personnel committee, being reviewed, then sent to AVC. Review in conjunction with 1027 about MYCs; good hope this will be successful.
    - Personnel committee fast tracking policy revisions and reviews
- Discussion Highlights:
  - Decision levels include an appeal process for those who feel they have been miscalculated or excluded. Share this info and circulate to IRC. HR has put a lot of work into this, extremely detailed.
  - Likely applies to most recent promotion (for those who have been promoted twice within 10 years), but not sure, will follow up.
  - Question on whether this is promoted across tracks, or within tracks. What is considered promotion needs to be evaluated further (per policy 1007).
  - Looking into protecting faculty lines for IRC to come back to who move into admin positions.
  - MYC incentives, why do some take it and others not? Perceived Limitations?
    - Does MYC differ from conditions spelled out in LOO?
    - MYC does offer job security; hypothetically, it could be that if faculty is terminated before contract expires, the university still pays out the contract.
    - Encourage UCDALI to reach out and have conversations with the system.

## APC 1019 REVIEW FOLLOW UP

- Timeline: Internal review by APC wrapped up today, make recommendations, then co-chairs will write up formal memorandum; goes to AVD FA and chair of FA, then to executive committee, then shared with general membership; invite comments.
- Working with FA/APC on timeline and process for integrating UCDALI feedback.

## FACULTY ASSEMBLY UPDATES:

- Tabling the censure motion on the Provost until the February meeting.
- Provost's responses are publicly available on the Provost's website.

### **IRC ROADMAP ADVISORY COMMITTEE**

- Meeting next week. Have been discussing promotional raises, recommendations on professional leave (declined so far on budget reasons), but we could at least start building structures and timeframes.
- Discussions on disparity of retirement incentive offers to TT vs IRC and staff.
- Housing assistance program for IRC has been on pause over the pandemic, need to check up on current status of the program.

### **IRC PROFESSIONAL DEVELOPMENT FUNDS**

- First Round funded; 12 applications (including 4 Lecturers)
- Second Round Timeline: apps open withing the next week, deadline end of November.
  - o Funds to be used by end of academic year, June 30.
  - o Questions on whether and how graduate students who serve as instructional faculty fit into this process...looking into this.
- Soliciting help for reviewing second round apps, especially from those funded in the past.

### **PROVOST/UCDALI QUARTERLY MEETING RECAP**

- Two main topics: (1) Promotional Pay and (2) Budget Realignment, importance of engaging faculty and responsiveness of deans to issues.
  - o Suggested expectation that Deans and Directors submitting their final report include what they did to engage their communities, what they heard, what they decisions they ultimately made, and why they decided to do it . Important to keep in touch with IRC faculty; check-in re: integration and voice in process.

### **SPRING EVENT/OUTREACH**

- Spring gathering with the Deans? Feb? Get everyone together, lunch hour, or split over two sessions, so we can get as many as possible in the same space?
- Spring Event - community outreach is central to our mission; seeking volunteers for organizing. Leigh Ann will send a call.

### **DECEMBER MEETING**

- Aiming for a larger faculty forum, invite everyone. teri engelke to talk about CCC; possibly invite Chris Puckett to talk about MYCs.

### **BYLAWS**

- We won't look at this in December meeting, return to it in Jan
- Refined red line version on Teams, keep working and clearing. (Reviewed current version at the end of the meeting).

#### **TIME-TRACKING PROJECT**

- Tabled until next meeting

#### **ADJOURN**