Downtown Campus Faculty Assembly
Minutes
December 1, 2009
12:30pm-2:30pm
CU 299

Lunch served at 12 noon

Members Attending: John Wyckoff, Roxanne Byrne, Amy Vidali, Pam Laird, Robert Flanagan, David Bondelevitch, Michele Engel, Joe Juhasz

Guests Attending:
Zen Camacho, Vice Provost, AVC Diversity and Inclusion
Laura Goodwin, Associate Vice Chancellor Academic Affairs
Roderick Nairn, Provost
Jill Pollock, Sr. Assoc. VP & Chief HR Officer

12:30 PM Meeting Call to Order- John Wyckoff, Chair
• Commencement on December 12th, faculty can still participate
• November minutes approved unanimously

12:35 PM Jill Pollock, Sr. Associate VP & Chief HR Officer
• System announced proposal about a month ago @ Faculty Council regarding a possible new early retirement incentive plan.
• Last February Regents directed the President to look at the creation of early retirement incentives as another fiscal tool. In post-Enron era, we’re very constrained on what we can do in light of Federal & State constraints.
• Still WORKING on proposal. Unlike phased retirement, (multi-year effort to form phased retirement) and that’s PRE-retirement. Early incentive is to have someone who is tenured or tenure-track leave University employment, relinquish Tenure, and in return receive some money. Private sector has used this for years. What’s different for us as the U of CO is that we can offer such a program to individuals, not just as a program.
• In all likelihood, this is not what we’re looking at here. Most likely more individually tailored, would have certain criteria for applicability. Right now, if under Regent Policy 11H, there’s a table of early and normal retirement if a faculty member is 55, 20 years of service, etc. Your administration may identify you, or self-identify, as being interested in pursuing such an incentive.
• With regard to funding, intent is to have the campuses fund whatever they can do. One campus may say “no need, can’t afford it, and won’t offer to anyone this year” whereas another campus may offer it to a few specific people, etc.
• Generally plan would become available at the end of a semester. Features: with a written agreement, the faculty member would
receive, over a period of 5 years, 2 years of the base salary at the
time of retirement. (Retire at 80k, 160k paid over 5 years and paid
into a 403B account). Reason: if paid in cash retiring employee
must pay full amount of taxes in the first year. If the amount
divided by 5 is greater than the IRS maximum annual contribution
(2010, 49k) the balance would be paid at the beginning of the 6th
year, AND taxed.

- Other constraint: while a recipient is in that 5 year period, that
  person could NOT work for CU.

1:05 PM  Provost Roderick Nairn

- H1N1 clinic in King Center today-opened up vaccine that
  they have available beyond the high-risk group.
- No branding updates, still in the President’s office
- Spent a lot of time and people coming up with strategic
  plan to 2020. Was approved by the Regents in 2008. What
  we’ve done since then is:
  1. used as basis for discussion in preparation for
     accreditation & self study.
  2. Asked units to align their strategic plan with the
     university strategic plan
  3. Have asked all units which activities they had related to
     all goals and objectives in the strategic plan. In most cases
     there is some activity. Prioritizing goals and activities is a
difficult task. We agreed that it comes down to the
Chancellor having to prioritize what gets funding.
- UPAC executive committee came up with prioritization
  matrix and combined it with the activity matrix which
allowed us to see that there are a number of things that are
viewed to be high, med, low priorities (associated with
activities).

1:35 PM  Chair’s Report

- Meeting with the Chancellor & Joint Meeting next Tuesday,
  December 8th.
- UPAC planning process: Send out Cross-Cutting Themes form,
  please FA members, FILL IT OUT!
- AAUP-Academic Freedom: Joy Berrenberg brought up a few
  weeks ago. Deals with a sensitive and important issue for us to
deal with. Executive summary document. Hinges on Supreme
Court case decided in 2006.
- Regents law 5 dealing with faculty and academic freedom. This
  portion doesn’t have the wording suggested by AAUP, especially
  with regard to shared governance. AAUP thinks most universities
should review and revise the policies to make sure they include the
wording that ensure faculty rights are not infringed upon.
• Mission Statement being developed @ System level. This originated out of a Board of Regents Retreat last July.

2:00 PM Committee Reports
• Academic Personnel Committee
• Budget Priorities—as Dr. Nairn mentioned we’ve been discussing different ways of planning-most important is engagement of faculty participation in the schools and colleges. Budget Priorities Committee Executive Committee drafted a document Dr. Nairn took to Dean’s retreat, which included setting up process of recognition for faculty. Based on principle that if there ARE cuts, then if people are able to participate in making the decisions of what is cut, they’re more likely to accept what happens.
• Educational Planning and Policy Committee
• Learning, Educational Technology, Teaching and Scholarship
• Diversity Committee:
  Disability, GLBT, Women’s Issues, Minority Affairs

2:15 PM Report from UCDALI
• Had successful elections, and two successful events this semester thanks to Faculty Assembly support.
• Going back to 1999…who came through Personnel Committee & set up reporting on NTT issues. UCDALI is now requesting feedback.
• Ongoing project of meeting with the Deans. Brand new campus-wide award, which is the first award to go to a UNIT rather than an individual, and it’s regarding best practices toward NTT. Money to come from Chancellor’s Office.

Report from FACAB: disconnect between how classrooms come equipped and are designed; faculty wants more input on this. FACAB may send out a survey on faculty’s “Dream Classroom”

Old Business/New Business
Roxanne Byrne: Task force on efficiency is about to address a new set of priorities to roll out, so if any of you forgot to send in your comments to the TFE, do it now, because group is going to look at them.

2:30 PM Adjournment

Next Meeting: February 2, 2010  12:30-2:30PM    CU 299