Downtown Campus Faculty Assembly
Minutes
October 5, 2010
12:30pm-2:30pm
CU 299
Lunch served at 12 noon

Members Attending: John Wyckoff, David Bondelevitch, Robert Flanagan, Kevin Rens, Pam Laird, Allison Bashe, Bruce Neumann, John Brett, Michelle Engel, Candan Duran-Aydintug, Ellen Metter, Joy Berrenberg, Stephen Billups, Peter Schneider

Guests Attending: Roderick Nairn, Jerry Wartgow, Laura Goodwin,

12:30 PM John Wyckoff, Introductions and Announcements
- The School of Public Affairs will present a series of pre-election debates Oct. 11-15 on the races for U.S. Senate, the governor’s office, the University of Colorado Board of Regents and the measures appearing on the Nov. 2 election ballot.

12:35 PM Chancellor Wartgow
- Priorities: Accreditation— site visit April 4-6, 2011
  - Important we all understand and are familiar with the report, want everyone to be informed; need input and feedback on draft reports
- Budget-enrollment is still solid and there are many new innovative programs available. Many new research endeavors underway. We’re selling our faculty expertise, so we need to know what you’re doing so we can market you’re successes.
- We have unique consolidation with Downtown & AMC-Nothing has been said about deconsolidation in any meeting with Regents or President. This is a consolidated university, and we’ll take advantage of everything a consolidated university has to offer. UCD is young and we’re able to create new and innovative ways to improve ourselves.
- Branding: supposed to have something definitive by October 15th.
- Budgets: President had canceled traditional convocation, has rescheduled for town hall meetings in early November.

1:10 PM Provost Nairn
- Did move ahead after discussion with BPC, updated you & Deans for one-time money so we could move ahead with business school plan
- One time money available for operations in all the schools based on formula. 1.5 million-department chairs will take into consideration faculty requests. We believe our prudence will continue to pay off if we continue to see enrollment growth and find space for those students.
- Space: keep doing everything we can to make space. We had a 4% growth all around downtown. 20% (not final) growth in non-residents. Significant growth in international students. Engaged with AHEC with joint classroom building. Continue to look at all
space as 1475 becomes occupied. We’d like to create a one stop shop for students.

- Few administrators to be transitioning: Frank Sanchez, AVC Student Affairs moving to City University of New York; leaving at the end of the year. Lynn Rhodes has decided to step aside as Dean in School of Education at end of the year. There is a transition plan, interim dean and search committee.

- Accreditation: received 35 pages of single spaced comments from campus on the self-study last night. Will have an announcement on how we intend to handle comments out this week. By December 1st we need a finished document; by Feb 1st the document will be distributed to reviewers and HLC.

1:15 PM  John Wyckoff, Chair’s Report

- Committees report:
  - Been working to organize and recruit committee members. Will personally meet with all committees and ensure they have agenda items to be working on.
  - FACAB is not a standing committee of Faculty Assembly, but under FACAB bylaws they’re to be appointed by FA and report to FA. (Not included on spreadsheet).

1:30 PM  Committee Reports

- **Academic Personnel:** Kevin Rens has been chair for 7 years. Committee has drifted in terms of whether it should be dealing with policy or personnel grievance type issues. APC act in grievance function. John has charged us with looking at post-tenure review grievance. Also, possibly looking into policy issue—faculty performance rating.

- **Budget Priorities:** We work closely with administration with how this money would be distributed. One of the things that’s happened the last 3 years, we have to wait for things to unfold before we know what the budget picture will look like. Budget went up to 180 million; election in November with propositions on the ballot that may have a very serious budget impact. Will be March before we’ll have a clear sense on what the budget situation will look like.

- **Educational Planning and Policy Committee:** no report

- **Learning, Educational Technology, Teaching and Scholarship:** no report

- **Diversity Committee:**
  - Disability (no report) GLBT (no report) Women’s Issues: love that you’re working on the clarifying membership issue, and we’ll work with you on that. We’ve been meeting as a committee and with chairs of diversity committees. Major action items: lactation space is now open in new science building. Now working on a proposal for a UCD Women’s Resource Center for students.

- **Minority Affairs:** no report

- **UCDALI:** Held fall elections with most of our positions up for re-election. New President: Mike Harper, Business. Vice President: Andrea Haar, Sociology. Secretary/Treasurer: Sue Giullian, School of Ed. Members at large: Caron Westland & Tiel Lundy. Allison Bashe will be continuing as rep to FA. New person will be joining us next semester—Amin Kazak. Pam Laird continues as Tenure Track liaison. Executive Committee meets with Chancellor once per semester. Hosting fall event for NTTF—not sure what focus will be yet, but we will be setting that up for November.
FACAB: each of the 3 campuses at Auraria has two representatives. The group alternates chair-ship between institutions. UC Denver is chairing this year. Set out agenda for the year last month: continuing to examine classroom space, creative ways of utilizing campus space—palatable ways on folding Friday into schedule. Moving to hybrid courses, energy issues—requirement by our IT department to keep computers on—board was asked to look into this requirement. AHEC is having a half-day master planning retreat in November (Joy Berrenberg is attending) opportunity for faculty to contribute to meeting. Last year faculty are either underrepresented or overlooked on building plans. Please forward Joy information regarding building plan opinions/ideas (floor to ceiling windows, etc).

2:00 PM  Old Business/New Business
Post Tenure Review Grievance Process—issue was never resolved—if there’s a negative finding at the Dean’s level, there is nowhere for a faculty member to file a grievance. Contacted Weldon Ludwig—made it clear that this was not something that P & T would deal with. They’re charge is entirely different than post-tenure review. Jeff Franklin forwarded this to us with the idea that we may come up with an answer as to where grievance may go--beyond the college-level where a grievance can be filed. Have an assembly committee look at this; perhaps APC? We have suggested templates for performance improvement agreement. System policy says the bar is meeting expectations, and each primary unit is supposed to define what this means. If you’re below expectations, you need to develop Performance Improvement Agreement. Policy does not specify that you have to define the other levels, but must define meeting expectations. Peer review process stops with Dean.

Faculty Performance Ratings: Do we have objection to switching over to 5 point scale? 5 point scale gives more options and something additional to differentiate among salary increases. The understanding is that a 1 or a 2 would initiate a Performance Improvement Agreement. In our scale a “1” score initiates PIA; the new would differentiate into two levels.

Member: would necessitate a PTR policy change. “Failing to Meet” and Below Expectations” are not the same. Exempt & Officers do not have to go through PTR, so we’re very different situations.

UCCS is not opposed to going to 5 point scale. Kathleen Bollard is straw polling at this point; if we want to change, we can-- if not we don’t have to.

Any motions? Unofficial vote (straw poll) of those present regarding this action. All members present in favor of 4-point scale.

2:30 PM  Adjournment