Minutes


12:00 PM Michael Zinser - CU Denver Faculty Assembly Chair
- Meeting brought to order.

12:10 PM Todd Haggerty - Associate Vice Chancellor for Budget
- We are currently facing a budget challenge for this current fiscal year, but are sitting in a good place to handle it.
- We are currently down 344 students, which has created a 2.2% budget shortfall. 80 cents out of every dollar of our unrestricted funds come from student tuition. Our biggest drop offs are with continuing students and nonresident enrollment which was down 4.5%.
- Annualized this shortfall will reach 5 million.
- Our mandatory costs increases for next year are estimated at 2.65 million.
- They are currently planning short-term and long-term actions to help shore up the stability within the budget.
- A 1% increase in retention leads to a 1.2 million dollar increase in revenue, where
- as a 1% increase in new freshman only leads to a .2 million dollar increase.
- There were concerns raised by faculty that it feels like most faculty are already working at capacity.
- Also concerns with how the Regents have defined P&T.

12:30 PM Corey Edwards – Executive Director of Strategic Partnerships
- There is a University Partnerships Steering Committee that has been created. The objective of the committee is to coordinate and streamline university partnership activity and engagement among the CU Denver schools, colleges, and relevant university business units in order to position ourselves for new growth opportunities in new markets, new channels, new programs and new partnerships.
- If you are interested in serving on this committee please contact Corey Edwards at Corey.Edwards@ucdenver.edu.
- For more information, view the handout in appendix A.
Michael Zinser - CU Denver Faculty Assembly Chair

- The VC Faculty Affairs Position is still open, they are considering bringing on a half time individual to help pick up some of the work load in the interim.
- The Dean of the Business school search will be starting soon.
- A major focus right now of the budget process is retention efforts.
- There is an external agency that will be looking at our strategic enrollment management with Huron Consulting.
- There is discussion in faculty council whether or not the University should divest from the Fossil Fuel industry.
  - Diana White will be joining a system committee regarding this issue.
  - We invest in collect investment trusts, and not individual companies.
  - This is still early in the process and the assembly needs more information regarding this subject.
- The Diversity and Engagement survey is out and it is due the 15th.
  - Concerns have been expressed regarding the final 3 questions, as well as possible situations of individuals being identified through their answers.
  - A third part conducts the survey and the data will be presented in aggregate, thus individuals should not be able to be identified.
- Pam Laird Fellowship
  - Members have donated money to this fund, which gives a $1000 a year scholarship to individuals who are actively building community on this campus.
  - They just awarded two scholarships from 46 applications.
  - We are asking for help donating to this fund.
- There is a conversation regarding whether or not we should be using the SAT and ACT in admissions. If you have any thoughts on this please contact Michael Zinser.
- Michael would like to draft a resolution regarding the Regent’s Civics Initiative.
  - There are concerns regarding a civics graduation requirement. However the assembly decided that they were going to put forward a statement regarding Joanne Addison’s letter.
  - Lucy Dwight, Motion to vote that the 5 day working day rule be suspended, Rebecca Hunt Seconded.
    - Unanimously Approved.
  - Lucy Dwight motion to approve the following statement “The Denver Faculty Assembly stands in support of Joanne Addison’s letter to Regents Griego and Gallegos concerning proposals related to civics education that will be discussed and possibly voted up at this week’s Board of Regents meeting.”
    - Seconded by Rebecca Hunt.
    - Unanimously Approved.
- View Joanne’s letter in Appendix B
- View Michael’s letter in Appendix C

1:40 PM  

CU Denver Faculty Assembly Committee & Campus Reports:

- Academic Personnel Comm (APC): Last meeting a big concern was revision of Regent Policy 11b. They submitted a memo and comments regarding this. The policy looks at Faculty Salaries. They are expecting a second draft, which they are going to look at closely. They are very interested in a policy initiative coming out of the Provost office. Nelia Viveiros has come forward with a suggestion with a one stop shop idea that would help direct individuals to the assistance they need regarding
grievances. Terry Potter has contacted the APC regarding Interfolio. If you are interested in the implementation of Interfolio please contact Eric Baker.

- **Colorado Faculty Advisory Council (CFAC):** Rebecca Hunt will be attending this committee on behalf of our campus. This seat is elected, and will sit on the FA executive committee. They meet four times a year and their next meeting is on Friday.

- **Budget Priorities Comm (BPC):** No significant news

- **Committee on the Status of Women (CSW):** One issue brought forward is childcare; they have done some research on Boulder, where they spend 25 – 35 thousand dollars to connect early childhood education students with faculty who need childcare. In general, full day childcare costs 15k a year. They are working on advocating for better childcare, they are talking with Denver City Center Preschool Program, and the YMCA. The biggest issues are liability issues.
  - They hoping that Denver will be hosting the annual women’s symposium, on March 6th from 10:00 am – 2:00 pm.
  - There is a list of relevant resources on their webpages.

- **Disabilities Committee (Disc):** They have the AHEAD report, which is being held by the administration and held confidential due to some of the information. There are negotiations regarding getting the report out. According to reporting we have 9 disabled faculty, which has led them to believe they are under reported and the number is incorrect. They are putting together a CU Denver Climate survey.

- **Ethnic Diversity Committee (EDC):** Their mission is to address issues of concern for ethnically diverse students faculty and staff. Our undocumented students are their main focus. It was decided that they would reach out to 11 of our peer institutions, to see how they are working with these issues. The past chair had written a report that had the suggestion of hiring an individual who could focus on the needs of our undocumented students.

- **Educational Policy & Planning Comm (EPPC):** EPPC is starting to investigate if there are variances in School and College Drop/Withdrawal/Incomplete policies with the intent to purely report back any variances and the possible equity impacts of such differences. EPPC will shortly review three campus/administrative policies regarding a) transfer of grad experience for graduate degree credit, b) creation of/rename of existing programs, and c) a guidelines document regarding approval requirements for new degree and new certificate programs. We will report back to FA Chair our concerns and comments on those policies. If you or colleagues have Educational Policy issues you would like to share or discuss with us, please get in touch.

- **Lesbian, Gay, Bisexual, Transgender, Queer, Plus (LGBTQ+):** Ryan Brown: They were concerned regarding the search committee make up for the VCDI. They will also write a letter regarding their hopes for the committee. They nominated Stephanie Santorico to the chancellor’s search.

- **Learning, Educational Technology, Teaching, and Scholarship Committee (LETTS):** They will have some freshening up of their bylaws. They want to give attention on instructional practices, and quality. They are also looking at working with ThinqStudio. They have monthly participation from Digital Education.

- **UCD Assoc. of Lecturers & Instructors (UCDALI):** They are working on the issue of naming, and looking at changing the name of NTTF to IRC or another name that doesn’t describe faculty by what they are not. They will be meeting with the Chancellor. They have gathered the Deans together to get a sense of whether there is anything standard or should be standard for IRC Faculty, such as promotion. Because Regent Law Article 5 moved the faculty titles down to the campus level, they are currently undefined. They are working on a lecturer’s report.

- **Student Government:** No Significant News

2:00 PM Meeting Adjourned
Appendix A

THE NEXT 18 MONTHS
UNIVERSITY PARTNERSHIPS STEERING COMMITTEE

Objective: Coordinate and streamline university partnership activity and engagement among the CU Denver schools, colleges and relevant university business units in order to position ourselves for new growth opportunities in new markets, new channels, new programs and new partnerships.

INVENTORY
Capture inventory of university partnerships, workplace academic programs, university expertise, and our external-facing university staff and faculty engaged with our partners.
- Identify all corporate, community, civic, and industry partners and the associated deals for the past five years (since January 2014)
- Identify all of the different ways organizations have partnered with the university for the past five years
- Determine the value of each partnership deal for the past five years
- Identify all the university staff persons who have engaged with the corporate partners for the past five years
- Identify all of the corporate academic programs that have been delivered for the past five years
- Determine the value of each academic program deal for the past five years
- Determine the number of learners served in those academic programs during the past five years
- Identify the current inventory of corporate/ workplace-facing academic programs available today
- Identify all the faculty and university expertise that may enhance our partner's operations
- Review completed inventory to determine our success outcomes

PROCESSES
Create simplified processes to facilitate regular and ongoing information sharing across approved internal stakeholders.
- Determine what permission and access protocols should be implemented
- Establish rules and norms for engaging partners
- Create sustainable processes for entering Information Into CRM
- Map engagement processes with university partners
- Identify which Information should be captured when engaging partners
- Outline the training and support necessary for success
- Map ongoing internal communication processes
- Establish data sharing policies
- Change management; prepare university staff and faculty to receive the CRM tool

INFRASTRUCTURE
Implement CRM technology to aid in tracking university partner interactions, engagement, activity, relationship history and internal communications. Work with CTF to:
- Build business case for CRM
- Advocate for adoption of CRM
- Provide subject matter experts to CTF's business analyst team
- Identify end users and key stakeholders
- Identify the individuals or groups whose acceptance is essential to the success of CRM
- Identify the potential benefits and rewards of CRM
- Test software before it goes live
- Identify the basic job-aids for our end users (step-by-step instructions on how to perform a certain task within a business process)
- Source funding for CRM
Appendix B
November 1, 2019

Dear Chair Gallegos and Vice-Chair Griego:

It is with great disappointment that Faculty Council learned of two major proposals related to civics that will be discussed and possibly voted on at next week’s Board of Regents meeting without first having gone through the University Affairs Committee as has been the practice since the Regents established their current committee structure. Indeed, these two proposals raise such significant curricular and budget issues that it is only through a careful vetting in committee that we can fully understand their potential effects as well as engage the larger community, especially students and faculty, before final decisions are made. In addition to the lack of engagement with the larger community we raise the following concerns:

1. It remains unclear where the money for civics education will be found in both the start-up phase and after. The Board of Regents have already approved spending at least $2 million dollars on civics for UCCS alone. These 2 new proposals are likely to cost millions more as is clear in the attached report. Indeed, the primary reason faculty on the Denver campus did not submit a proposal to the grand challenge was because it was unclear where the money would come from or how the program would be maintained after the initial investment of funds. Given that both the Denver and Springs campuses are now carrying large deficits, and President Kennedy has stated at two consecutive Faculty Council meetings that he is “very worried” about state funding in the next fiscal year, it seems irresponsible to spend millions of dollars more on civics initiatives instead of initiatives to increase enrollment and graduation rates.

2. All four campuses made clear in our reports to the Board of Regents that not only do faculty care deeply about civics education, but we also already have a variety of opportunities for students to engage in civics education. It is unclear why, particularly given the current budget environment, we would spend millions of dollars on additional work in this area beyond the efforts already underway in response to the request made by Regents last year. This is particularly concerning this year as CU’s strategic plan will also require significant funding.

3. As we have stated in the past, Faculty Council believes that the type of civics education requirements proposed would create additional barriers to graduation for students. The civics general education proposal undermines current efforts to reduce the time to graduation while keeping costs as low as possible.

4. Faculty Council also requested that the effects of new K-12 standards in Colorado be taken into consideration prior to engaging in significant and expensive curricular change. As we understand it, these revised standards include enhanced civics education that may negate the need for CU to take on significant unnecessary costs.

5. The Regent’s Laws and Policies of the university clearly mandate that both components of the proposal—directing a center on campus and adding a graduation requirement—fall under the authority of the faculty. Article 5 states: “Tenured and tenure-track faculty with appropriate participation by instructional, research, and clinical faculty have the principal responsibility for decisions concerning pedagogy, curriculum, research, scholarly or creative work, academic ethics, and recommendations on the selection and evaluation of faculty.”

Given all of this, we ask that, at a minimum, these proposals be taken off of the agenda and referred to the University Affairs Committee. However, it should be clear that Faculty Council does not support these proposals for the reasons listed above.

Sincerely,

Joanne Addison, PhD
Chair, Faculty Assembly
Professor, Department of English
University of Colorado Denver
Joanne.Addison@ucdenver.edu
Appendix C
November 6, 2019

Dear Chair Gallegos and Vice-Chair Griego:

At yesterday’s meeting of the CU Denver Faculty Assembly we discussed proposals related to civics education put forth by the Board of Regents. A vote on support for the statement below was taken. The vote references a memo by Joanne Addison, Ph.D., Chair, University of Colorado Faculty Council addressed to you both, dated November 1, 2019. That document is attached to the present memo. The vote was unanimous.

The text of the motion:

_The Denver Faculty Assembly stands in support of Joanne Addison’s letter to Regents Griego and Gallegos concerning proposals related to civics education that will be discussed and possibly voted upon at this week’s Board of Regents meeting._

We hope our action helps inform your discussion.

Thank You,

Michael Zinser, Ph.D.

Michael Zinser, Ph.D.
Chair, CU Denver Faculty Assembly
Associate Professor, Department of Psychology
University of Colorado Denver
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