



September 25, 2025

From: **Karen Marrongelle**, Provost and Executive Vice Chancellor for Academic Affairs
Elizabeth (Beth) Pugliano, President, UCDALI

To: **Maryam Darbeheshti**, Associate Teaching Professor, CEDC
Lori Elliot, Associate Teaching Professor, SEHD
Karen Fennell, Operations Manager, Dean's Office, CLAS
Jeff Golub, Associate Teaching Professor, CLAS
Sheila Huss, Assistant Teaching Professor, SPA
Stephanie Kelly, Assistant Dean of Finance & Administration, CAP
Jim LoPresti, Senior Instructor, Business School
Karen Ludington, Assistant Dean for Business & Operations, CAM
Kodi Saylor, Instruction Program Lead Librarian, Auraria Library

CC: **Turan Kayaoglu**, Associate Vice Chancellor for Faculty Affairs
Wendy Bolyard, Chair, Faculty Assembly
Cheryl Ansaldi, FA and UCDALI Administrative Coordinator
Jeremy Simon, Director, University Communications

Re: **IRC Progress Assessment Committee (IRC PAC)**

Dear Colleagues,

We are writing to formally charge the members of the **IRC Progress Assessment Committee** (IRC PAC) with the important work of evaluating CU Denver's progress in implementing the [recommendations of the original IRC Task Force](#), whose report three years ago set a new standard for advancing the experiences of instructional, research, and clinical faculty, as well as lecturers (hereafter IRC) at CU Denver.

Membership on this committee includes colleagues who served on the original IRC Task Force, as well as additional faculty invited to provide diverse perspectives and insights. We are grateful for your willingness to continue this vital work on behalf of IRC faculty and CU Denver.

Purpose

The committee is being convened jointly by the **Provost's Office** and the **University of Colorado Denver Association of Lecturers and Instructors (UCDALI)**. Its purpose is to:

1. **Assess progress** CU Denver has made in implementing the IRC Task Force recommendations, including assessing the effectiveness of already-implemented recommendations.

2. **Identify areas in which implementation is lagging**, with particular attention to structural and cultural barriers.
3. **Recommend next steps** for addressing ongoing concerns and strengthening institutional support for IRC faculty.

Scope of Work

The committee shall submit its report by March 15, 2026. This report will evaluate the extent to which CU Denver has fulfilled its preexisting commitments and will recommend strategic priorities for the 2026–29 period to further advance the well-being and success of IRC faculty.

Specifically, the committee will:

- Review the original IRC Task Force recommendations (2021–22) and subsequent updates from the Office of Faculty Affairs and UCDALI
- Examine projects implemented since 2022 that aligned with IRC Task Force recommendations including but not limited to those related to multi-year contracts (MYCs), promotion policies, and IRC faculty’s shared governance rights and participation
- Gather input from key stakeholders, including Faculty Assembly, UCDALI, the Center for Faculty Development and Advancement (CFDA), the Center for Excellence in Teaching and Learning (CETL), Office of Faculty Affairs (OFA), and leadership and shared governance bodies within schools, colleges, and the library
- Engage with IRC faculty to understand IRC faculty’s experiences and perspectives on the Task Force’s work, implementation, and future priorities

Committee Chair and Support

The committee will select a Chair from among its members at its first meeting and will notify the Provost and the UCDALI President of the selection.

Administrative support for scheduling meetings and managing shared folders will be provided by the Office of Faculty Affairs, and communication support will be provided by University Communications.

We deeply appreciate your commitment to CU Denver’s IRC faculty community. The original Task Force’s work was transformative, and we are confident that this committee will help us take the next steps toward fulfilling its vision.