

PROVOST’S 2022-25 ROADMAP ON IRC TASK FORCE RECOMMENDATIONS
WORK PLAN for 2022-23 AY

SALARY / PAY and BENEFITS

Recommendation	Planned Work	Key Partners	2022-23 AY—Fall	2022-23 AY—Spring
<i>Pay equity</i>	Launch Collaborative Compensation Collaborative.	AVC-HR (lead) CFO AVC-FA	Committees are formed. Committees decide on scope of the work.	3C Steering Committee identifies external consultant. External consultant begins the study.
<i>Bring the faculty voice on compensation review as specified in Regent Policy 11.B</i>	<i>Work with FA to integrate salary oversight within UC Denver’s shared governance system.</i>	AVC-FA Faculty Assembly CFO	AVC-FA and FA draft the committee’s charge and membership.	FA and Chancellor’s Cabinet review and approve the charge. AVC-FA sets up the committee in 2023-24 AY.
<i>Promotional pay equity</i>	Revise CAP 1007: “Compensation Principles for Tenure and Promotion.”	AVC-FA AVC-HR Deans/Director CFO Faculty Assembly UCDALI	AVC-FA / AVC-HR collect data on promotional pay. AVC-FA / AVC-HR draft changes to CAP 1007.	Partners review and approve changes. Implement the revised policy for the 2023-24 promotional cycle.
<i>Increase per-course rate for courses taught by Lecturers.</i>	System-level advocacy for annual per-course rate increase.	Provost		
<i>Compensate Lecturers for canceled courses</i>	Institute \$500 compensation to Lecturers for canceled classes.	AVC-FA AVC-HR Associate Deans	AVC-FA collect course cancellation policies.	AVC-FA collects data on course cancellations.
<i>Introduce Senior Lecturer rank</i>	System level advocacy for the title introduction.	Provost AVC-FA AVC-HR	Implement the Senior Lecturer title when available.	
<i>Increase access to benefits for Lecturers and improve faculty awareness of benefit opportunities.</i>	System-level advocacy for benefits for Lecturers. Identify barriers to benefits and develop a communication plan.	AVC-FA AVC-HR UCDALI	Partners collect data on barriers. AVC-FA / AVC-HR prepare a flyer for CU Denver benefits.	UComm distributes it to the campus via CU Denver News. UCDALI/FA shares with their constituencies. FA posts it on its website.

JOB SECURITY and PROTECTIONS

Recommendation	Planned Work	Partners	2022-23 AY— Fall	2022-23 AY—Spring
<i>Establish schools, colleges, and the library baseline workload distribution for each faculty title series</i>	An Academic Operations Working Group (AOWG).	Provost		
<i>Formalize a differentiated workload process</i>	Identify barriers for the implementation of CAP 101: “Differentiated Annual Workloads.”	AVC-FA AVC-HR Associate Deans UCDALI	Partners collect data on barriers. AVC-FA drafts a report.	AVC-FA, AVC-HR, and ADs develop action plan to remove the barriers.
<i>Multi-year contracts for Instructors and CTT faculty</i>	Revise CAP 1027: “Multi-Year Contracts for Instructional, Research, and Clinical Faculty with Teaching Responsibilities or Librarian Appointments.”	AVC-FA AVC-HR Deans/Director Faculty Assembly	AVC-FA draft amendments to the policy.	FA and Deans/Director review and approve.
<i>Review all policies associated with faculty voting rights</i>		AVC-FA	AVC-FA reviews all school, college, library bylaws and informs the Provost, FA, and Deans/Director.	AVC-FA reviews all departmental bylaws and informs the Provost, FA, UCDALI, and Deans/Director.
<i>Ensure equity framework for all leadership opportunities</i>	Review school, college, and the library bylaws in the 2022-23 AY to see how rank limitations for leadership are defined.	AVC-FA		AVC-FA reviews all school, college, and library bylaws and informs the Provost, FA, UCDALI, and Deans/Director.
<i>Ensure IRC faculty return to faculty after leadership positions</i>	Include clear language in LOO for faculty administrative appointments.	AVC-FA AVC-HR Deans		AVC-FA and AVC-HR review all new faculty administrative appointments LOO for clarity of the language for return to the faculty.
<i>Revise Contract and Letter of Offer (LOO) Language</i>	Prepare new contract and LOO templates.	AVC-FA AVC-HR Univ. Counsel UCDALI		AVC-FA, AVC-HR, and Univ. Counsel draft new templates. FA, UCDALI, and Deans/Director review the templates. Deans/Director use new templates in the 2023-24 AY.

RECOGNITION and SUPPORT

Recommendation	Planned Work	Partners	2022-23 AY—Fall	2022-23 AY—Spring
<i>Allocate professional development funds for IRC faculty</i>	Allocate \$10,000 for instructors and CTT faculty and \$10,000 for Lecturers.	Provost AVC-FA CFDA UCDALI	CFDA sets up a review committee. Review committee prepares guidelines. FA and UCDALI to communicate to the faculty.	CFDA provides an annual report about the fund and posts it on its website.
<i>Professional Development leave for IRC faculty</i>	Develop a proposal for professional development time for IRC faculty.	AVC-FA UCDALI ADs CFO	AVC-FA and UCDALI study the UCB and UCCS practices and Regent policies.	AVC-FA drafts a proposal for Deans/Director, FA, and CFO to review.
<i>Establish a network of support for Lecturers.</i>	<i>Establish a network of support for Lecturers.</i>	AVC-FA UCDALI Deans Lecturer Liaisons	Deans/Director identify Lecturer Liaisons in the schools, colleges, and the library.	AVC-FA and UCDALI prepare the charge of the Lecturer Liaisons Committee.
<i>Ensure all faculty have the computer technology needed to teach</i>	Assess the technology needs of IRC faculty.	AVC-FA UCDALI Faculty Assembly AVC-DSL OIT		
<i>Establish Lecturer Award for Excellence in Teaching</i>	<i>Establish Lecturer Award for Excellence in Teaching.</i>	AVC-FA UCDALI CETL CFDA	Partners set up the award committee.	Committee communicates information to lecturers. Committee selects the awardee. awardee is invited to the ceremony.
<i>Recognize the role of UCDALI as a partner in shared governance</i>	<i>Continue to work with and support UCDALI.</i>	Provost AVC-FA	Provost and AVC-FA attend UCDALI Executive Committee meetings and meet with UCDALI President regularly.	
<i>Use “ALL faculty” terminology</i>		Provost AVC-FA Deans UCDALI	AVC-FA and UCDALI draft a guidance on inclusive language. Deans/Director review.	Provost issues the guidance. AVC-FA reviews department faculty directories and reports for possible changes in the 2023-24 AY.