



November 17, 2022

To: Dr. Constancio Nakuma, Provost
Cc: Dr. Turan Kayaoglu, Associate Vice Chancellor for Faculty Affairs
From: UCDALI Executive Committee, UCDALI Bridge Network Liaisons
Re: IRC Task Force Roadmap

Dear Provost Nakuma,

The UCDALI Executive Committee and the UCDALI Bridge Network Liaisons to CU Denver schools and colleges submit this letter in response to the IRC Task Force Roadmap, distributed on Friday, October 28, 2022.

We first wish to thank you for elevating the concerns of IRC faculty with the task force you convened last year (2021-2022) to investigate policies, practices and working conditions impacting IRC faculty across CU Denver. We also recognize the ongoing efforts of you, Associate Vice Chancellor for Faculty Affairs Turan Kayaoglu, Chancellor Michelle Marks, and the many other members of the campus community who contributed to this Roadmap to respond with care, consideration and honesty to the recommendations put forth by the task force in its report delivered last April. Finally, we appreciate the thoroughness with which the Roadmap addresses the recommendations, considering each in its turn.

We believe this Roadmap represents a good faith effort to be specific and transparent in your response to the recommendations. Positioning IRC faculty concerns at the center of a “moral and institutional responsibility” signals a level of commitment to improving IRC faculty working conditions beyond what has previously existed at CU Denver and lays a promising foundation for the work ahead. We are especially gratified to see support for pay equity in both regular salary and promotional increases, widespread use of Multi-Year Contracts, standardization and reassessment of workload distributions, and Lecturer compensation and professional development; a commitment to strong shared governance and collaboration with and among faculty; and a specified plan for communication and transparency. Certainly, we would like ALL the recommendations to be enthusiastically pursued. However, we recognize differences of opinion as a healthy and essential part of a thoughtful and impassioned campus community, and we appreciate the Roadmap’s clarity regarding individual recommendations on which no action will be taken.

While we understand the Roadmap represents the aims and processes the University, as a whole, will pursue, and we remain committed to supporting this work to our fullest capacity, we also want to convey with equal transparency specific points of concern:

- The primary mechanism outlined for addressing pay equity is the Comprehensive Compensation Collaborative (3C). We recognize that this body is still being formulated; however, we are concerned with the present lack of information regarding membership,

charge and methodologies. We also believe that a permanent Salary Oversight Committee, as defined in Regent Policy 11.B.1(B)(3) and included in the Roadmap, is needed to fully address what is likely to be a continuing issue for our campus.

- The work ahead will require campus-wide partnerships and collaboration between campus leaders, school/college administrators and faculty. While we understand that specific aspects of these partnerships will have to develop over time, language contained in the Roadmap such as “will work with the Deans” and “asking the Deans to work with faculty” is vague with respect to both action and accountability. It is our hope that specific information about what the Deans are asked to do, how they are asked to respond, and the metrics used to assess effectiveness will be included in the semester reports issued by AVC Kayaoglu.
- As noted throughout the Roadmap, IRC faculty, like their tenured/tenure-track colleagues, are “highly qualified, dedicated experts who demonstrate commitment to student success.” Yet, exercising a workload differentiation option rather than working to develop educational and financial structures that could support opportunities for qualified IRC faculty to apply for semester-long professional development leave, and not guaranteeing the right to return to one’s faculty position at the conclusion of an administrative appointment perpetuate long-standing and increasingly outdated disparities between tenured/tenure-track and IRC faculty. We encourage further review of these proposed actions by the consultative group as it begins its work in Spring 2023.

Finally, we recognize that with the incredible diversity of CU Denver’s IRC faculty comes a wide range of needs and desires. What is of greatest importance to one person may be far less so for someone else, and vice versa. Nevertheless, we believe Multi-Year Contracts, Pay Equity, and all Lecturer supports including increased pay, Lecturer Liaisons, professional development funds, benefits access/information and opportunities for advancement will most significantly benefit the largest number of IRC faculty. We highlight these recommendations as key components of this work and areas deserving particular attention as we move ahead.

Respectfully,

UCDALI Executive Committee

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Vivian Shyu, Past President (CLAS)* ^
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