



University of Colorado  
Denver

## **CU Denver Faculty Assembly – Academic Personnel Committee**

Tuesday, March 23rd, 2021

Auraria Library | Web Conference Meeting  
10:30am-12:00pm

### **Minutes**

#### **1. Welcome (All)**

Present: Eric Baker, Deserai Crow, Lan Liang, Jeffrey Schrader, Diana White

#### **2. Updates on Continuing Business (Eric)**

##### A. Lactation Policy

--Was due very soon after last meeting, so Eric responded directly after our conversation.

--Committee on the Status of Women from CU Denver's Faculty Assembly did a thorough analysis of the policy & present their analysis at Executive Committee.

##### B. Faculty Advisor & More

--Eric is pursuing discussing this with Nelia Viveiros, but with little success so far.

##### C. Pay Equity Survey Report

--Eric and Diana both went to update presentations on the new pay equity survey (UCDALI and CU Faculty Council Payroll & Benefits Committee) done in response the Colorado EPEWA.

--Very complex because of how campuses deal with titles, pay, etc. differently, but a real lack of substantive information on the precise process & no examples provided of actual survey results.

#### **3. Approval of Minutes (All)**

--Eric sent minutes from last two meetings. No issues raised.

--Approved by acclamation.

#### **4. CURFA at CU Denver (All)**

--CU Retired Faculty Association – there is one on the Boulder campus and Anschutz (less robust than Boulder)

--Tamara would like to expand this to all campuses with faculty council serving as a model.

--CURFA would review retirement benefits, retired faculty have institutional memory and expertise. Sometimes these faculty would like to continue to work on their areas of interest. CURFA could serve as a way to keep retired faculty engaged in the university community.

--Questions/Discussion:

--Diana: What is APC being asked to do?

--Jeffrey: What would this group of retired faculty do (would they have voting power, etc.)? It doesn't seem like anyone has defined the activities of CURFA yet. Will it be system-level or campus-level? Will it be part of faculty council? Would faculty be interested in participating in this? Maybe we need to wait for a better definition before we can make decisions.

--Eric: the one in Boulder has dues, spots on campus committees, clear bylaws, input on topics they have relevant perspectives/expertise. Hasn't seen a proposal, but in Boulder it's pretty robust and could be a prototype of what it might look like. It seems important to first assess level of interest in CURFA.

--Lan and Deserai echo these questions

--Eric will take these questions/comments to Executive Committee

#### **5. Merit Pool Decision Timeline Change (All)**

--The policy would change the decision-point for the merit pool to the census deadline in the fall. The raise would then take effect in the calendar year in January instead of the current change that happens on the FY in July.

--Diana says that the underlying reason is that right now there is no merit pool. However, since the budget projections are looking stronger, this would allow for a merit pool if the enrollment figures are strong in the fall.

--Diana says the merit cycle should be moved to AY as well so that pay and merit evals are synched.

--It seems to have started as a response to COVID, but now is a permanent policy change.

--This was presented to the Regents in February as part of the budget, salary, compensation discussion.

--It's unclear how much of this change is restricted/initiated by campus, system, or state.

--Questions/discussion:

--Temporary or permanent?

--Should this be tied to AY or FY?

--What is the impetus?

--Have they conducted a study or produced a report that we can read and help us understand their rationale?

Adjourn 11:18am