



University of Colorado  
Denver

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

Tuesday, April 27th, 2021

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

### **Minutes**

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

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

#### **2. Approval of March minutes (All) Approved as submitted.**

#### **3. Updates on Continuing Business. (All)**

##### A. Pay Equity Survey

Brief discussion of President Kennedy's report to faculty council on pay equity. A lack of any detailed information regarding samples, definitions & process has been noted with dismay by the committee.

##### B. CURFA

Eric brought this proposal to the CU Denver Faculty Assembly Executive Committee. Michael Zinser, Chair of FA, recommends a delay. The Chancellor is interested but want the new Provost to start before picking it up for additional action.

##### C. Merit Pool Timeline Calendar Change

The Regents approved adjusting the merit pool timing. They also will provide one-time salary bumps. They said they will discuss discussing the performance evaluation schedule to coincide with the salary timeline also.

#### **3. Matters of Impending Concern for APC (All)**

##### A. Faculty Intellectual Property Rights: Regent Policy 5.K & APS 1014

Michael Lightner gave an update at the Faculty Council meeting about intellectual property when faculty develop ideas within their normal work in

faculty role. He wants to develop a policy where intellectual property rights would remain with the faculty member regardless of whether it is within or outside of their normal duties. Unless specified in a contract, departments and units could not require faculty to relinquish these rights (e.g., online courses, etc.).

Jeffrey pointed out (based on Faculty Senate discussion) that it will be important to ensure that schools, departments, etc. become acquainted with this policy. Otherwise, they might not follow the policy or apply it inconsistently.

Lan voiced support for this type of policy to protect faculty intellectual property rights.

#### B. EPEWA & Faculty Promotions: Positions & Postings

This new law has implications for how the campus posts positions. Michael Lightner suggested that the CTT track titles could be restructured in campus policy so that when these faculty apply for promotion they do not have to go through an outside posting process (currently because they are different tracks, these positions may need to be posted). The restructuring would make the CTT faculty titles a 'natural progression' from one to another instead of a separate track.

#### **4. APC Succession Planning for 2021-22 (All)**

There will be a new library representative to APC starting in July. Kevin Seeber has experience on the library's CTT committee, has been Chair of the Auraria Library Faculty, is the library's current FA representative & worked on other faculty governance matters that will make him a good candidate for APC.

Should APC have a more formal association with UCDALI since so many UCD faculty are non-tenure track/tenure? Some campus committees have a sub-committee that focuses on policy. UCDALI is interested in the idea of having a policy-focused subcommittee. Eric suggests that next fall an ad-hoc liaison from UCDALI could attend APC meetings regularly for planning & co-operation and he might be able to fill that role.

#### **5. Other Discussion (All)**

Lan asked for more information about the policy related to a second tenure clock stoppage due to COVID. Eric will look into finding whether there is a university policy that dictates the terms.

Eric recommends working on the communication/interaction with the Provost's office as our new Provost settles in.

Thanks to Eric for his service as APC Chair!

Adjourn 11:31