CU Denver Faculty Assembly -- Meeting Minutes
March 7, 2023    Fully virtual – on Zoom


12:00 PM Joanne Addison, Acting Chair
Approve minutes (December and February)
- Moved to Approve both at same time; seconded
- Yay’s – all (but one); No’s – none; Abstentions = 1
FCQ Resolution
- In draft form as attachment pre-meeting
  o Discussed and Joanned asked members to “Share this around, talk to people; and we will come back to this with more feedback”

12:08 PM Dennis DeBay, Secretary
Call for Nominations for FA Chair next term
- Dennis: elections for Chair role as Joanne Addison’s term as Acting Chair ends this academic year
- Official call for nominations to be sent to Dennis as FA Secretary/Election official
- Noted that Dennis and Vivian would carry through next year as officers

12:10 PM Turan Kayaoglu, AVC Faculty Affairs
Faculty Affairs Update
- Provided link to his notes in Zoom chat
- 3 updates:
  o IRC Roadmap: working on MYC’s (all signs good; prioritizing 3+ years, and this brings us to about 80%); standardizing and centralizing salary increase with promotion (presenting to Dean’s tomorrow, will share with UCDALI and IRC Leadership)
  o Strengthening faculty voice on budget and salaries-- with APC on Salary Grievance committee; met with BPC to talk about Salary Oversight Committee (stand alone, not sub of BPC) – will share with UCDALI and shared gove
  o Shared Gov at Sch/Coll- drafted and sharing some guidelines for faculty rights and responsibilities (confirm aligns with u policy and …); gave DOC a name – shoutout to Women’s committee for their call to address pandemic impact and give faculty ability to write their own statements (starting this review cycle)
12:20 PM  Karen Sobel, Director CFDA
New Faculty Orientation

- Discussed format changes
  - This year: Format changed from 2-day back to 1 shorter day
    - One day on campus f2f; one shorter day online; ongoing workshops and mentor groups throughout year
  - Considering for coming year – revise workshop and expand mentor groups to 3 years
    - First year: get to know you campus, shared gov, services, resources
    - Second: get to know your city
    - Third year: get to know your state
- Request: “How can we best help colleges to mesh with their efforts”
- QUESTIONS/COMMENTS from Assembly members:
  - Mentoring teams well-intentioned, but so busy when beginning; not time to take part in that; not enough practical support; given limited resources, what would really be good is money and time
  - Avoid acronyms and provide key
  - Ensure appropriate streams for TT vs IRC vs LECT
    - Plan to follow-up with member to further discuss this issue

12:30 PM  Committee Reports

- Note from Joanne regarding summer working group for EDI activity evaluation guidelines.
  - Stipend attached for anyone interested in joining the DEI committee
  - Has also got strong administrative support in place
  - Email Joanne or your committee chair with names of persons interested in participating

Academic Personnel Committee  (Lonnie Schaible - Chair)

- Supposed to meet with CCC (rollout, and overview) – he will update next time
- Working on proposal for Salary Grievance pilot (not so much policy, but plan to address salary issues)
- Meet tomorrow to discuss that (as committee, they were considering as policy, but maybe wasn’t the right time for this) – hope that they’ll be able to come back to committee next time (?)
- P&T – not sure how or who addresses the issue
- JOANNE: Academic freedom – available to all
- Salary issues better at campus level
- TURAN: he appreciates the feedback from APC –
- Is campus policy for salary grievance (at school/college/lib level)- need to work on a campus level
- Salary comm will give a good focus – then broader grievance issues and how to
- QUESTION: IRC rep’d (Eric and Dennis are there)

Budget Priorities Committee  (Todd Ely - Chair)

- Busy with Budget folks
- Wrapped up EVCFinance search (Anne Sherman) begin in Aug
- Potential for staff rep on BPC
• Working with Jen St. Peter for Admin spending updates and still working to provide
• Commitment to provide standardized annual report
• JOANNE: been forwarding all reasonable requests to Central Admin

**Committed on the Status of Women** (Maryam Darbeheshti - Chair)
• Pandemic Impacts statement (optional) – sending out information so everyone understands what they are being granted
• Issue of Parental Leave policy – want to at least improve these offering for CU Denver employees

**Disability Committee** (Colleen Donelly - Chair)
• This month there is Student poster event
  o flyer provided in chat
• Clarity on ADA procedures and practices and faculty responsibility

**Ethnic Diversity Committee** (Thomas Beck - Chair)
• Critical and Emerging Speaker series (with Turan and others)
  o Gun violence issue (meld together with? How involved?)
• 2 members of committee interested in a sub-committee on inclusive scholarship
• Precious Palmer (newly launched wide-serving team)- getting in touch to see how they might work together

**Educational Policy and Planning Committee** (Wendy Bollyard – Chair - absent)
• Skipped

**Learning, Educational Technology, Teaching, and Scholarship Committee** (Bud Talbot – Chair - absent)
• Skipped

**Lesbian, Gay, Bisexual, Transgender, Queer + Committee** (Mia Fisher - Chair)
• Working with Antonio Farias and various affinity groups around cuts and DEI
• LGBTQ+ workshop that they had funding for, and not following up with future coordination of such events as not necessarily the Faculty Assembly’s role
• Brings up fact that we don’t have a lot of support in place on CU Denver for LGBTQ students and staff

**12:50 PM** **UCOMM (Marie Williams)**
• Brief slide Presentation, Shared some materials (emailed after meeting)
  o Who we are, what we do; Our Story; goal to help us Recruit and Retain students; Set out to learn how UComm had been perceived on campus (some positive, some negative); Who they are now: full-service; not charging others; Why does this matter? Recruit and retain students and top talent; get on the radar; Public information (crisis, info needs to go out to public)
  o Priority Projects: BRAND REFRESH (NOT an exercise they are doing every year); WEBSITE REDESIGN – our front door; CONTENT: diversify the kinds of stories and people being highlighted to show richness
  o Keys to success - Be methodical; Gain (or regain) trust; Seek to provide clarity/coordination; Invest mindfully; Working together – have a request
form and process to help better streamline; They do have some branded merchandise - reach out to Ian Scott (if you want stuff or have ideas)

- **QUESTIONS/COMMENTS from Assembly members**
  - Issues addressed included: Aligning our email; Philanthropy and fundraising; lack of response to past requests; ODE transition communications; Graduate School communication; communication re: CU Anschutz and CU Denver ongoing joint projects

**1:15 PM  Regents Spiegel and James**

- Due to scheduling issues with Regent Wanda James, she did not attend
  - All administrators asked to leave
- Regent Ilana Spiegel introduced herself: Regent from 6th Congressional district (Arap county, ...) - elected in 2020, talks about being a Mom and an Educator; CU as states anchor serving state and communities
  - Currently chair of Governance and Audit Committees, rep on CU Foundation committee (also attends others – Finance, University Affairs)-(work is publicly available)
- Discussion of Audit Committee
- Discussion of Governance
- Discussion of Mental Health supports for students and community
- **QUESTIONS/COMMENTS and ANSWERS from Assembly members**
  - Issues addressed included: FCQ processes: funding from state and share to CU Denver campus; new Board of Regent makeup and perspectives on CU Denver and budget issues currently faced; fundraising efforts focused on downtown campus and fact that many foundations aim to serve our particular student body population; effective communication with Regents

**1:50 PM  Constancio Nakuma, Provost**

**Academic Affairs Update:**

1) All schools/colleges came through with their share of realignment, FA was helpful with getting everyone on same page by insisting on ways we all work together.

2) Able to issue letters of financial aid notification on March 1st (earliest we’ve been able to do this, and still working to make it even faster – students used to have to wait for May/June to hear about fin aid; now, whatever monies we have for our students are communicated to them earlier as they make their decisions

3) March 1, priority deadline for new CAM Dean search ended; now reviewing applicants and meeting this week to finalize semi-finalists; Finalists expected after Spring Break; then 3-4 should be identified to visit campus to interview

- **QUESTIONS from Assembly? -- none**

**2:00 PM  Meeting Adjourned**