



Faculty Assembly

UNIVERSITY OF COLORADO DENVER

CU Denver Faculty Assembly Meeting

September 1st, 2020

12:00 pm - 2:00 pm

Zoom

Minutes

Attendees: Michael Zinser, Joann Brennan, Linda Fried, Candan Duran-Aydintug, Dennis DeBay, Esther Sullivan, Gregory Ragland, Kevin Seeber, Sondra Bland, Xiaojun Ren, Margaret Wood, Diana White, Timberley Roane, Geoff Johnson, Roderick Nairn, Kelly See, Christina Gillanders, Diana Tomback, David Bondelevitch, Brad Hinson, Colleen Donnelly, Jarrod Hanson, Maryam Darbeheshti, Andrew Friedson, Eric Baker, Angela Gover, Geeta Verma, Jeffrey Schrader, Peter Anthamatten, Elizabeth Steed, Jeremy Nemeth, Lonnie Schiable, Vivian Shyu, Tod Duncan, Bruce Neumann, Eric Jewett, Dale Stahl, Fernando Mancilla David, Larry Erbert, Katherine Kelsey, Christy Briles

(12:00 PM)

Michael Zinser - CU Denver Faculty Assembly Chair

- Meeting brought to order.
- Brad Hinson Chair of LETTS Committee
 - LETTS has had its first meeting, a few things are in the works.
 - They are chatting with OIT and ODE regarding the service desk, and the wait times being over an hour. People are working to address this.
 - They are hoping to be involved with the hiring of the new CIO.
 - They are pursuing a way to have Zoom meetings ADA compliant with transcription enabled; there is a matter of achieving ADA compliance and HIPAA compliance simultaneously. OIT is making an effort to enable CU Denver to have an ADA compliant version of Zoom and Anschutz to work with a HIPAA-compliant version
- Colleen Donnelly Chair of the Disabilities Committee
 - There are concerns regarding DRS and what they are demanding from Faculty, and the slow responses from that office.

(12:15 PM)

Roderick Nairn, Provost and Executive Vice Chancellor

- The Technology Help for Students resolution was well met and acted upon. Around 1800 students received help and funding for technology. There will be a report put together soon outlining all the numbers from that initiative.
- The Vice Chancellor for Diversity Equity and Inclusion search will begin soon. It has been shifted to a Denver-only position. There are also searches that will start soon for the VC Communication, VC for Student Success, and the Chief Information Officer Position.
- Enrollment in terms of numbers is OK, but the mix of students has changed. We have fewer international students this semester and that is affecting the budget.
- The CU System online initiative is still moving forward, but on a brief pause as another consultant group is being brought in to review the data.
- We are up for our 10-year higher learning commission reaccreditation. It is much more of a compliance-oriented process this time.
 - Last time our accreditation went through as a consolidated institution, and they will be moving forward with that again.
 - The Mission, Vision, and Value statements for the consolidated entity will be used again. Those will need to be endorsed by the shared governance groups and the Regents.
 - Due to the pandemic the commission's visit will primarily be remote.
- Due to the Pandemic a Pass+, Pass/Fail grading system was implemented. There is now a proposal to maintain this change.

(12:30 PM)

Joann Brennan, Interim Associate Vice Chancellor for Faculty Affairs

- The Idea here is to add a P+ to our Pass/Fail system. The proposed system will benefit our students in many ways.
 - The three-layered system provides a bit more nuance to grading.
 - Currently students must do quite a bit of petitioning to use a P/F course as a prerequisite that has a grade requirement. This would make things a bit smoother.
 - A question was raised by David Bondelevitch, with most CAM courses requiring a C not a C-. How will this affect them. The answer was that the students will still need to go through the current exception process.
 - The Faculty Assembly Voted on whether they supported the proposal.
 - **The proposal passes with a 25-4-5 (yes-no-abstain) vote**
- There was a process change to Late Add.
 - This had originated earlier this summer. There were concerns about the process flow for getting students added into courses. This used to be decentralized, but that shifted. The registrar's office found that thousands of course adds were being processed late. A lot of these were not being approved because of requirement that students and faculty could not see. The new process still maintains instructor

approval for courses when deemed necessary. Each faculty member will have to work with their course coordinators to indicated that to add there must be instructor signature.

- There were concerns regarding students joining a course two weeks into the semester, which led some departments to opt out, but still allowed individual faculty members to opt in.
- Moving forward, changes to policy and process are going to be approached differently. A more inclusive review and vetting process will be used.

(12:45 PM)

Margaret Wood, Associate Vice Chancellor for Faculty Achievement

- There are four course formats that were decided over the summer: in-person, remote, hybrid, and online. These will continue into the spring. A guide was created to help give some definition of the formats, located at: https://ucdenver.edu/faculty_staff/faculty/center-for-faculty-development/CETL/Documents/Course%20Format%20Guide.pdf
- There is a concern with how Remote is being handled in terms of student fees. Students don't receive the out of state online only discount. Carrie John and the Office of the Registrar will examine the matter.

(12:55 PM)

Tod Duncan, Vice Chair of the Faculty Assembly

- Duncan is a representative on the Accelerator Committee for online education. Chancellor Marks was concerned about this system process and delayed it for a 6-week pause to address concerns. They have now enlisted a second consultant to look into the data that EY Parthenon collected and plans they developed.

(1:00 PM)

Michelle Marks, Chancellor of The University of Colorado Denver

- Chancellor Marks met with the Faculty Assembly for a listening tour, where the Assembly responded to the following questions.
 - Where does CU Denver have key advantages and momentum?
Responses included:
 - Online learning
 - Attention to first-generation students
 - Interest and quality of teaching, along with research
 - The downtown location: we are the public research institution in Denver
 - Community partnerships
 - Good branding
 - Change to newer faculty
 - What areas need further development and/or are major organizational issues to be addressed?
Responses included:

-A lot of things that are not responsive to faculty governance and inclusion; the faculty governing structure should be responsible for selecting representation, etc.

-Budget model has been redone over the last few years: There were some winners and losers. There are many programs that bring in money for the university and are capable of growing, but do not have the proper incentives in place. More generally, it is not clear that incentives are in place to generate desired effects. We should evaluate the model, and find ways to enable smaller-level units to find ways to grow themselves.

-We are still dealing with a decades-old model in terms of teaching – there is not enough flexibility. We need the availability for buy-outs for people occasionally or reorganizing how they teach.

-Budget stuff; seeking a way to maintain growth through innovative methods

-We don't do enough to showcase our talent.

-Reputation. We should do a better job to highlight our research.

-We face a challenge with our budget; we are so reliant on our student credit hours; we have to plan how to distribute our efforts and priorities between our teaching and research goals.

-We need to be intentional about how well we teach our new students.

-We should not take for granted who we are serving.

○ Where are potential future constraints or future cautions?

-We should be recognized for our effort to teach on-line and do so well.

-Expensive administrative appointments; the caution is that if there is such a need, the pitch the institution should be crystal clear – we need to be careful not to bloat up the administration.

-We have a lot of collaborative work with Anschutz. The fact that we are no longer the same campus opens up some opportunity to tie the two campuses together.

-We need tuition waivers for PhD programs. We need to support PhD Programs better.

-Can we become a Hispanic-serving institution?

○ Suppose a headline is written about CU Denver in five years—what would you want that headline to say?

○ What is one thing we can do to make CU Denver better? (time permitting)

● The Chancellor then gave a very warm introduction regarding her intention for her tenure with the university.

○ She raised some of the following ideas:

-Academic freedom: Most universities have this freedom.

-Shared governance balances maximum participation with clear lines for decision-making. The key to shared governance is broad and regular communication.

-Our job is to keep our campus as safe as possible – we are operating under a new safety culture that tries to do this. We have a clear and swift plan to deal with cases

we discover on campus. We are working on pandemic fatigue, work-life balance, etc., helping people manage stress, take care of people, etc.

-Diversity, equity, inclusion. What are we going to do about equity at CU Denver? The Chancellor has begun taking some action to address equity. A campus-wide task force on equity will open in October.

-On-line efforts: Marks was clear about not supporting a plan that does not work in terms of the financials. Kennedy issued a six-week pause on the effort. For any solution to work, the campus must understand what the programs mean for students, faculty, and the campus, including how it's going to impact departments and others. There must be a model that works. Our vision for the future must address student needs.

-Enrollment and strategic planning update: Enrollments are generally similar to before, but the composition is different: there are more grads, fewer first-time students, fewer international students. This has had a major impact on our tuition revenues. It is safe to say that our financial future continues to be very tough.

- End of notes

(2:00 PM)

Meeting Adjourned