



## CU Denver Faculty Assembly -- Meeting Minutes May 2, 2023 Virtual (Zoom)

**Attendees\*:** Joanne Addison, Vivian Shyu, Mia Fischer, Wendy Bolyard, Jeffrey Schrader, Todd Ely, Colleen Donnelly, Larry Erbert, Thorsten Spehn, Lonnie Schaible, Philip Joseph, Greg Ragland, Cristina Gillanders, Bud Talbot, David Bondelevitch, Melissa Tackett-Gibson, Maryam Darbeheshti, Eric Baker, Geeta Verma, Linda Fried, Tammy Stone, Kelly See, Karen Sobel, Diana F. Tomback, Ilkyeun Ra

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### Chair's report: Joanne Addison, Acting Chair

- **Approve minutes** (April) –
- Motion was made to Approve, motion was seconded; Poll posted
  - Results – Yes=26; No=0; Abstain=0

### Provost Constancio Nakuma Report

- (SVC Snowden) Enrollment Update: while enrollment is down, many factors were cited that may contribute to these numbers, namely changes in categorizing applications (e.g. “intent to enroll” versus “enrolled”; common application change, #of applications down while “yield” going up)
  - Awaiting New Student Orientations
  - They have budgeted for a 2% decrease in enrollment
- College of Arts and Media Dean search ongoing
- Shared background on new Executive Vice Chancellor Ann Sherman

### Introduction, Ann Sherman – (New Executive Vice Chancellor for Finance and Administration)

- From CSU Chico (just left there Friday before) – served as VP Business and Finance
- History in Human Resources at San Francisco State University and Northern Michigan University
- Holds PhD in Industrial/Organizational Psychology from Wayne State University

### Committee Reports:

#### **APC (Academic Personnel Committee) – Lonnie Schaible:**

- Lonnie on sabbatical next semester; Kat Vahlos and Jamie Hodgkins will co-chair
- Committee reviewed and provided feedback on CAP 1007 (Compensation Principles)
- Discussion of proposed Salary Oversight Committee

#### **BPC (Budget and Planning Committee) – Todd Ely:**

- End-of-year draft report prepared for Chancellor
- Discussed tuition rates for different campuses.
- CU Denver received a larger share of state support.
- Discussed how to communicate spending data from administration to faculty and staff.

### **CSW (Committee on Status of Women) – Maryam Darbahehti:**

- Pandemic statement had been approved and sent to Turan but not effectively disseminated.
- Many faculty reported not receiving information about the pandemic statement.
- Questioned why information was not reaching faculty members who went up for promotion or appointment.
- Turan plans to send communication directly to rostered faculty.

### **DisC (Disabilities Committee) – Colleen Donnelly:**

- Updating the Faculty Association website on disability.
- Formed an accessibility serving task force with a 3-year plan to be presented to administration.
- Emphasized that ADA compliance is not equal to accessibility.

### **EDC (Equity and Diversity Committee) – Thomas Beck:**

- Met with Precious Palmer from Black Student Services
- Discussed critical emerging speakers for a speaker series.
- They had approved the AAA critique
- Considered issues related to the Tivoli station bookstore.
  - (K Sobel) September 30<sup>th</sup>, Barnes and Nobles will be pulling out
- Mentioned the extensive collection of OER at Auraria Library.

### **EPPC (Educational Policy and Planning Committee) – Wendy Bolyard:**

- Working on Academic Integrity Policy regarding ChatGPT and AI
- Reviewed and provided feedback on CAP 1014 (Intellectual Property that is Educational Materials)

### **LETTS (Learning, Educational Technology, Technology and Scholarship Committee) – Bud Talbot:**

- Resubmitted course modalities advice to Katie Linder
- ChatGPT/AI discussion
- Badging and Microcredential program discussion with Jeremy Lingle; scheduled to meet with Katie Linder to discuss further

### **LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer + Committee)- Mia Fischer:**

- Ed Canon will be the new chair in the fall.
- Discussed crafting a letter to Antonio F with specific requests for LGBTQ+ inclusion in DEI efforts.
- Met with Teri Engleke from HR to make forms more sensitive to LGBTQ+ issues.

## **OLD BUSINESS:**

### **Change meeting time from 12:30-2:30**

- For Full Assembly meetings (first Tuesdays)
  - Discussed; motion made to change time; seconded; to poll
  - Yay = 15; Nay = 5; Abstain = 4; approved
- For Executive Committee meetings (last Tuesdays)
  - Yay = 11; Nay = 3; Abstain = 9; approved

### **Nominations for FC Committees**

- Nominee for EPUS, Elizabeth Pugliano – approved
- Still need nominee for representative to the Communications Committee

### **APC Discussion of proposed revision of CAP 1007 – Compensation Principles for Promotion and Tenure**

- New draft of policy includes minimum salary increases with promotion for IRC faculty
- These questions have been put forth to AVCFA Turan Kayaoglu
  - What exactly is being sought? Feedback? – Challenge is that they are not sure of the financial aspects
  - Like to have FA approval, what are options short of approval?
  - Track changes version requested
- Motion to vote to support changes to CAP 1007 conceptually; seconded; to poll
  - Yay = 17; Nay = 0; Abstain = 4; approved
    - However, FA members were clear they wanted to discuss this further regarding retroactive implementation plan and specific dollar amounts

### **APC Approval of Salary Grievance Committee**

- Acknowledged the need to address issues related to salary grievances and appeals.
- Mentioned the lack of a committee to handle salary grievances.
- Noted that not having this committee is out of Regent Law compliance; want to maintain access to FSGC

### **BPC Approval of Salary Oversight Committee**

- Questioned the need for two salary committees.
- This one to focus on bigger picture, policy related questions
- Mentioned the requirement in Regent policy for this committee.
- Proposed inclusion of the Admin Pay Transparency in the committee's responsibilities adds to burden
- Motion was made to approve Salary Oversight Committee memo; seconded; to poll
  - Yay = 22, Nay = 0, Abstain = 1; approved

### **Proposed By-Laws Change – Election of Officers**

- Proposed change to by-laws language (distributed in meeting materials) discussed
  - Intention is to ensure representation across faculty title series among the 3 elected FA officers
- No consensus was reached for how exactly to achieve this
- Motion was made to table the By-Laws change; seconded; to poll
  - Yay = 6, Nay = 4, Abstain = 6; not passed
    - Given that we'd need a majority of those voting for a amendment/change to be approved, and we didn't get that, this was still tables for Fall semester

### **Proposed Revision to CAP 1019 – Instruction, Research, and Clinical Faculty Appointments**

- Acknowledged the lack of follow-through and clarity on appeals and grievances.

### **Standards of Shared Governance**

- Emphasized the importance of shared governance at school/college/library level
- Discussed how having committees at the school/college level could improve communication.

### **Remaining Topics tabled due to lack of time:**

- FCQ issues
- AAA Letter
- Multiyear Contracts for IRC

### **Meeting Adjourned**