

UCDALI

Executive Committee Meeting Agenda

Spring 2022 – February 4th
(remote meeting – Zoom)

Next Meetings: March 4 and April 1st

In attendance: V. Shyu, L. Potter, P. Laird, J. Addison, S. Walker, L. Dwight, E. Baker, B. Pugliano, J. Bihun, B. Bierer, J. Golub, D. DeBay, J. Hansberry, M. Darbehesthi

Welcome

11:30 Welcome back & Overview

- Teaching support group

UCDALI Meeting

- Meeting brought to order, the group talked about how the semester has started. They discussed the positivity rate of COVID in Colorado and the positive direction we are going in.
- There has been a lot of frustration with how the salary equity adjustments have been handled. One instructor has not been given an equity adjustment even though he is severely underpaid.
 - It is important that there are clear avenues for bringing up grievances or appeals around this process, and there needs to be a clear plan for how we will not get back into this situation.
 - 11B of Regent Law and Policy is that all campuses will have a salary review committee. This is something that we could pursue, as our campus policy is not in line with Regent law and policy.
 - Vivian will be bringing this forward to EPUS.
 - There is a concern that the salary equity adjustment process was not transparent and very unclear.

Ongoing Business Items

11:45 Guest – Wendy Bolyard to discuss United Campus Workers of CO

- Wendy Bolyard (bolyardwendy@gmail.com)
 - Dr. Bolyard joined the meeting to discuss the United Campus Workers of Colorado. It is a wall-to-wall union that includes all workers in the University of Colorado system. They are under the umbrella of the Communication Workers of America (CWA) national labor union, as part of CWA Local 7799.
 - Union Goals
 - Democratize the workplace
 - Increase benefits
 - Improve working conditions
 - They would like to establish collective bargaining bill as we do not currently have that.
 - Most public employees in CO don't have explicit collective bargaining legal rights.

Collective Bargaining Bill in the works

- UCDALI could be a “bargaining unit” for IRC at CU Denver

- Governor opposes union membership
- UCWC endorsed a city council member for Denver
- Fee waiver for CU Boulder students?
- UC Health improved equipment
- DPL union created employee assistance fund
- Union wants to work in partnership with UC DALI
- Conditions for grad student workers too
- Collective Bargaining Bill doesn't have concrete timeline yet
- Dues @ \$12/month if on a 9-month contract
- Feb 10th rally at the capitol @ 10am
- More questions? Interested? <https://ucwcwa7799.wildapricot.org/>

Discussion:

- UC DALI is bringing issues to the table in good faith even w/o being a union
- We have a history of working collaboratively within the system
- UC DALI and union goals overlap and we keep communication open
- UC DALI did not give union access to our IRC mailing list
- We do have 2 CU Regents are pro-union currently
- There are union members at CU Denver who may be controversial—just to be aware of, not to dissuade any others from unionizing
- What happens if CU Boulder unionizes and we don't and they get great feedback/benefits b/c of it? Would it make us more likely to unionize? Could more money go to CU Boulder b/c of it
- Let's keep the communications open on this as we find more information coming forth

12:00 IRC/L Task Force updates and discussion of recommendations

UC DALI members asked to add to google doc on these topics

3 Main themes emerged:

- Salary/Pay: equity within discipline but across job series within each rank; if there is a systematic difference in salary in range/average; needs to be corrected; standard raises for promotions
 - Years ago, UC DALI argued to have all rostered faculty regardless of rank included in raise pool, but eventually it happened
 - Lecturers need to be included in this merit pool
 - "Senior Lecturer" position is going out as an APS
 - Need to program chairs/deans/HR to just do it (raises)
 - Summer pay needs to be standardized—if it is raised, lecturers need to make more or this amount during academic year
- Tenure/Academic Freedom/Security
 - Protections can be made at our CAMPUS LEVEL
- Recognition/Respect/Value

12:20 UC DALI Grants – Provost's and PD grants

- Provost Award for IRC faculty didn't go out this round

- We will write up past winners with 2 sentence description of why the group got the award so others can see this
- Provides models for other departments for how to do better with IRC
- Align with Strategic Plan Goal 5 to better speak to administration
 - Addresses environment within which these IRC faculty operate

Other PD awards:

We will continue to combine CLAS/non-CLAS reviews: March 28th submission deadline

12:30 Elections – continuing & new Executive Committee officers

3 year terms per May, 2019 revised bylaws

As of Spring 2020:

President: Vivian Shyu, CLAS/Psychology (needs replacement)

Information Officer: Eric Baker, Auraria Library

Members-at-Large:

- Naomi Nishi, Ethnic Studies (needs replacement)
- Sean Morris, SEHD (needs replacement)
- Thorsten Spehn, Poli Sci

Up this year (Spring 2022):

President: V. Shyu will be stepping down

Open positions:

- Joan—sec’y
- Jenny—BN liaison
- Maryam—Information Officer
- Dennis--VP
- Jeffrey—ICB representative to UCDAI
- will need 2 members-at-large (Naomi, Sean)

Do BN liaisons have terms? No, they are at will, not elected

12:40 Spring semester – planning

- March will be open meeting—post this by March 3rd
- Will discuss IRC taskforce progress and have focus group
- Meet with Provost as a priority, need him as an ally—aiming for March 15th
 - --set up for 2 weeks after he gets report
 - --have ppt on the report to present IRC taskforce results
 - Follow up with meeting with Deans—perhaps May or summer
 - Meeting with new AVC for Academic Planning and Institutional Effectiveness
- Invite Todd Haggerty to meet with IRC taskforce?
- Invite Regina Kilkenny as overseer of Goal 5, or Jennifer Sobanet? A
- VC for Faculty Affairs? (not sure of timeline for last position)

12:50 Bridge Liaison reports & open forum