

UCDALI MEETING
September 17, 2021

Introductions: *Lee Potter, Vivian Shyu, Joann Brennan, Sean M. Morris, Thorsten Spehn, Jenny Fox, Jane Hansberry, Sam Walker, Naomi Nishi, Beth Pugliano, Jeffrey Golub, Melissa Tackett-Gibson, Dennis DeBay, Bethann Bierer, Eric Baker, Pam Laird, Lucy Dwight*

Save the Dates!

- **Faculty Open House:** 9/22 on patio in front of Student Commons Bldg 4-6 pm; door prizes!
- **Provost Meeting:** 10/5 @ 2-3pm
- **Chancellor Marks meeting:** 10/21 @ 3:30-4:15pm
- **Mask-arade party in UCDALI space** 3rd floor Learning Commons: 10/27, 12-2pm

Learning Commons:

UCDALI space, kitchen space, coffee/tea station; reserved conference space for any IRC faculty; lecturer lockers, comfy chairs, sunny space!

Guest Joann Brennen, Interim AVCFA: Working more directly with UCDALI

- Thanked UCDALI for summer Titles work (APS 5060) and Lecturer Reports
- Introduced Provost Taskforce for IRC Policies/Practices/Procedures
- What do we do well, what needs to improve, recommendations for improvements (\$ too!)
- OIRE building new dashboard for us to give more detail on IRC faculty numbers, SCH, levels, pay differences, etc
- November 18th due date for plan to Provost
- Plans will be implemented—Provost wants actions and progress to support IRC
- Goal is to be an equity serving institution—university that works for all and a “best place to work”
- Role of UCDALI will be even more visible/critical to success after task force report
- VCFA highest priority—commitment to support IRC faculty
- P. Laird: how to get importance of UCDALI out to rest of university
 - First Town Hall—provost shared IRC task force as top priority
 - Admin (Provost, Chancellor, VCFA) aware of how many years requests/recommendations have been made and nothing done
- **JB: IRC Task force can make specific recommendation on how to share the message about importance of IRC faculty to the entire university community**
- **PL: Good for all faculty members to know “who’s paying the rent”**

- Provost notes IRC concerns are a university issue, not just a UCDALI issue
- PL: We've put forth many proposals over the years w/o any administrative capacity and IRC taskforce has changed this—YEA!
- JB: Challenge is to understand experience IRC has and its effect on them in order to do better

VS: Summarizing issues of IRC Task Force & what else does UCDALI want to see?

Thoughts from the group:

- more money to equal recognition
- are we seeing baseline IRC salaries increase as we teach more and more SCH?
- Pay per SCH
- pay is confounded with promotion and that makes sense, but promotion not always available; lecturer/instructor pay is far lower than brand new ASST Prof
- consider length of service in pay—How does a 10-year lecturer get paid same as first semester lecturer? Especially a new lecturer hired just weeks before the course begins
- How are IRC paid compared to an academic advisor who gets job with an undergrad degree
- IRC dossiers similar amount of work to TTF dossier prep?
- Hoops IRC faces when applying for external grants
- importance of revisiting what counts for research/scholarly activity for CTT track
- When someone is hired last minute, what support (Canvas shell/face 2 face support) do they receive?
- How can we be an “equitable” institution when there are glaring disparities in pay and authority and we've created a permanent underclass? IRC can't be promoted to admin levels

• Other Business:

1:00

- The group started discussing the transition of our group and what the Future of UCDALI will look like.
- With the support from the administration, there are feelings that UCDALI can start returning to the community building aspect of the UCDALI Mission.
- With the timing of our return to campus, it feels like a perfect time to start bringing our community back together.
- There is a strong feeling that with the IRC Taskforce, we can hand off some of that advocacy work to the taskforce.
- 1:15
 - 5060 will be coming around again, it has gone out to the Provosts and will come back to EPUS.
- 1:20
 - Vivian is planning on sending out a survey to see what the group views as the most important things for the task force to view.

