UCDALI Executive Committee Meeting
02/03/2023
Minutes

In Attendance: Lucy Dwight, Ernest Boffy-Ramirez, Beth Pugliano, Thorsten Spehn, Jason Machado, Jenny Steffel Johnson, Joan Bihun, Jim LaPresi, Pam Laird, Vivian Shyu, Maryam Darabeshhti, Jeffrey Golub

Check Ins

- Greetings and announcements; thanks work over for Fall and Break
- Lee’s Departure:
  - Maryam - Covering email
  - Eric – Newsletter
  - Beth, Jeff – Website
- Ernest resigning – will coordinate to arrange new ICB Liaison.

Prorating Course Pay (Under Enrollment, Overages)

- Discussion on under-enrollment compensation
- AVCFA is looking into this
  - If courses under-enrolled, offered lower pay for fewer students; no updates on ‘more pay for more students’
  - Lecturers are hardest hit by this, but the language does not identify which group raised the initial red flag
  - Some have been compensated for over enrolled class (SCHD, SPA)
    - SCHD considering PhD students teach these (and pay them less)
    - CTT faculty are contracted, could pay even be adjusted for enrollment? Unclear.
    - ICB is constantly increasing caps to ‘avoid’ such adjustments
    - CLAS pilot program to split online courses in sections when hit cap threshold – this would hurt lecturers, and most other faculty would ‘opt out’

IRC Inclusive Language

- AVCFA wants us to work up the inclusive ranks and titles language we want to use for our comms across the university (part of the road map recommendations)
- Ideas:
  - Language of “part time” and “full time” should be expunged; roster and non-rostered are fine
  - Avoid language that creates further fissures within IRC (i.e. avoid creating the TT/IRC gap among CTT/Instructors/Lecturers)
  - Draft at some point, open edits

APS Faculty Titles

- APS 5060 system level policy for faculty titles, used to be in reagent law, they took it out and moved it to reagent policy, now more flexible;
- It is impossible to find a set that works across campuses, but IRC input has carried a lot of weight (i.e. instructors should have the same value, literally, as a Assistant CTT or TT (Michael Lightner acknowledges this).
  - UCC issue: no requirements for the terminal degree in their instructor line; if you're not doing research, then why do you need a PhD; the document does not say you need the terminal degree, and that is on purpose.
- Boulder plans to move everyone to TP line. We should distinguish (and be able to choose) between those with and without research in TP line.
  - It's in EPUS now. (meeting on Feb 10th)
- "Senior Instructor" line was looked at as a 'promotion'.
  - We don't want to make this required though: some in SPA and Business want to remain lecturers

IRC Virtual Forum Follow-Up

- Review of In-Person Forum:
IRC encouraged to bring concerns to UCDALI, leadership has asked we look into budget website and submit comments.

Meeting with reagent in March, focusing on initial 3% cuts in academics.

AVCFA acknowledged faculty actually have expertise in consultation for cuts.

Faculty assembly beginning to dig through budget spreadsheets from Jenn St. Peters, BPC (budget priority committee) is looking at it, but the info seems different from what has been presented.

- Implementation of IRC roadmap follow-up
  - what is the state of MYC (multi-year contracts) and how will implementation be addressed; promotional pay raise amounts; what is relationship of roadmap to budget realignment; what are the tangible changes of improvement that we can point to?
  - MYC has been **officially approved** by AVCFA, 10% of IRC target implementation, 50% by June 1 (rapid implementation plan to get caught up); everyone by FA23
    - State is voting for 5 year contracts.
  - Lecture’s award up on the website ($1500)
    - removed language for things lecturers weren't able to do
  - Standard minimum raise from Asst to Acc and Acc to Full?
    - unknown, but seems to be taken seriously
    - If anyone has gotten $500 or less, make it known!

- Working with CFDA and UCDALI to increase amounts of prof development

- $500 for classes cancelled after 2 weeks.

- Faculty who move from IRC to admin, their position will be held (this was not formerly in place)
  - AVCFA working on this
    - APS 1027, CU Denver CAP 1007 on MYC salary increase

- UCW Union Feb 09 Noon at the Tivoli (wear red!)
  - On Colorado Bill SB23-111

- Open Dialogue:
  - “Most protected I've felt since starting in 2011” integration apart from titles
  - SCHD inspired energy by UCDALI, internally having conversations

- IRC has less influence in finance as they do in pedagogy;
  - SCHD faculty wants to allow CTT to decide how research and service percentages shake out