

UCDALI Executive Committee Meeting

09/01/2023

11:00 – 1:00 PM

**Minutes**

In Attendance: *Jim LoPresti, Beth Pugliano, Pam Laird, Leigh Ann Rutherford, Eric Baker, Dennis DeBay, Lucy Dwight, Jeff Golub, Paula Schmidlein, Jason Machado, Vivian Shyu, Andrea Laser, Maryam Darbehshiti, Jennifer Steffel Johnson, Salahuddin McKloskey*

**CHECK-IN:**

- Welcome back, y'all!
- Introduction to Administrative Coordinator Leigh Ann Rutherford

**BRIDGE NETWORK LIAISONS UPDATES:**

- CAP: loss of Dean; all is good on IRC front, getting contracts squared away
- Library: working on finalizing hiring a teaching/learning Instructor faculty member; all is well
- SPA: # of IRC 7 or 8, approx. double digit Lectures, some of us were granted multi year contracts (MYC); positive reception Expressed concern whether one year contracts are really worth considering as a MYC. A lot of effort goes into applying for it to just be a one year contract.
- SEHD: big % of IRC faculty, more lecturers than past since some faculty lines weren't filled; offered MYC, dean has been receptive on concerns (e.g. workload); more flexibility in contract service %
- CLAS: updates to come; lots of multi-year contracts under way, variable across departments, about 10-15% of MYC.

**AVC FACULTY AFFAIRS TURAN KAYAOGLU:**

*MYCs*

- CAM 21 faculty eligible, 17 got them
- BUSI 7 faculty got, 1 did not
- CAP 4 faculty eligible, reached out, no one yet
- CEDC some confusions, asking questions
- EDUC submitted all MYC eligible
- Overall, data is being collected now, and will be released soon
  - o Estimate about 60% of IRC faculty are now on MYC

*Titles*

- Transition of CTT to Teaching Professor over next 6 months, approx.

- “Assistant Teaching Professor”, “Associate Teaching Professor”, “Teaching Professor”; some departments may want to preserve CTT in the case of some individual faculty members engaged in clinical work.

*CAP 1007 (Promotion Compensation):*

- Question: Promotion Pay bumps: policy vs. recently promoted faculty who did not get that bump? Faculty concerns over compensation equity principles and morale, sooner info than later would be helpful
- A: There is a shared governance path to address this (Salary Oversight Committee), viz. IRC taskforce recommendations; committee to convene to establish a framework for a solution; endeavor to have a clear, one-time solution to the issue, following established mechanisms.
  - It will take some time, perhaps end of this semester or early next semester; looking into grievance policies.
  - Alternative: Issue primarily impacts CLAS; impacted faculty could go through the CLAS grievance process; if denied, can appeal decision to the Provost.
  - Adhoc Salary Grievance Claim could be formed if needed as an administrative mechanism (not shared governance).
- UCDAI reiterated that clear communication should be shared during this lengthy process.

*IRC Roadmap year 2 Updates:*

- Promotion pay for IRC is at top of agenda
- Confusion about grievances, AVC and Provost want to see strong and clearer rights on this
- Transition of titles per APS 5060, by Jan 01 2024, approx.
- Inclusive language document being finalized
- Senior Lecturer rank has been introduced, needs to be integrated in HR;
- Continue to push MYC, 60% is not enough, better protection and clarity;
  - Engineering, CAP, ICB, important that they get MYC;
- Establishing Lecturer Liaison committee
  - We have 441 lecturers on a per course basis, we cannot achieve success without IRC and especially Lecturers support
  - Looking into variation between lowest and highest paid Lecturers, see how to improve.
- In 3-5 years, IRC experience will be “very different” from a year ago.

**BYLAWS REVISIONS**

- Thanks to Eric and Jason for their Summer work on this!
- Discussions, Comments, Questions and Next Steps for drafting
  - Opportunity to codify “Who we are” in this document. Discussion on ensuring Inclusion and avoiding Exclusion in language for all members (e.g. making sure to include Lecturers, Adjuncts in ‘IRC’; avoid excluding Clinical Faculty who are relatively few on Denver campus vs. Anschutz). Our aim is to *support, not exclude*.

- Next Steps: Follow up in the October UCDALI meeting for review; look through the document one more time, consider Discussion question above; feedback and comments.
- Action Item: LA send out Bylaws Revision Doc and request members reread before October in order to finalize doc.
- Suggestion was made to include the Inclusive Language Guidelines doc as Appendix to Bylaws.

### **INCLUSIVE LANGUAGE GUIDELINES:**

- Goal is a streamlined form of all the work has been drafted last semester; get a functional document to bring before Faculty Assembly for review and endorsement.
- Jim will integrate suggestions for us, and then send back around; once approved, we'll work with FA chair to bring to FA for review/possible endorsement.

### **FALL 2023 UCDALI INITIATIVES:**

- APS 5060 revisions: Anticipating questions from faculty. The more we can be familiar with this, the better, so we can help faculty; we can ask Admin about further questions (e.g. how senior lecturer is implemented, given that it is not a promotion; faculty wanting to remain CTT title). Anticipating 6-month transition period.
- Budget Realignments Phase 2 beginning soon. After census. Nothing is coming down as a magic bullet, it's going to be a challenging year. Seeking accountability in process and representation for faculty being affected. Request information early and often.
- Provost Working Groups: 4 of them, teams or groups working on academic operations; looking for a UCDALI rep for 3 of these groups, possibly all 4. Haven't received an official request, but it is coming. A couple of hours every 3-4 weeks, tbd. We can look to our full membership for representation. Late Sept/Oct. to start.
  - o The website will come out 09/05, people can join, receive updates,
  - o FA and UCDALI will choose their reps.
- Time Tracking Project – after budget realignment, it hadn't been prioritized. If we can gather this data now, it might be good to have in hand. Updated invitation letter and docs have been sent to review. Maybe get this out by early October.
- Events and Outreach – Newsletter to get out before mid-point of semester. Eric is stepping back, but he'll still do the feature. Leigh Ann is here to help, working with Maryam. Call for support for content to help out!
- Upcoming Events: IRC prof dev funding. Operated through CFDA in partnership with UCDALI. The webpage should be up 09/04. 2 rounds of funding, application approx. at end of Sept, second round in late Nov. We want to send this out to everyone we can; great role for the liaisons! Encourage IRC to apply so we can build a case for enhancing professional development funding in the future.

- Lecturer's Welcome Reception: 09/13 UCDALI is cohosting, 5:00 – 6:30 in 3<sup>rd</sup> floor Learning Commons. Let's all come if we can!

**ADJOURN**