

UCDALI IRC Faculty Forum

Friday, December 1, 2023

Location: Zoom

Administrators Attending:

Turan Kayaoglu, Associate Vice Chancellor Faculty Affairs
teri engelke, Associate Vice Chancellor Human Resources
Chris Puckett, Managing University Counsel

IRC Faculty Attending: 50+

This forum was convened to address questions related to Multi-Year Contracts (MYCs), IRC Appeal Rights, CAP 1007 (Campus Academic Policy on Compensation Principles for Promotion and Tenure) Retroactive Implementation, the Comprehensive Compensation Collaborative (3C), the Family and Medical Leave Insurance (FAMLI) Program, and other policies relevant to IRC Faculty.

MULTI-YEAR CONTRACTS (MYCs)

Central questions/concerns include the nature of the contract, the protections afforded to faculty, eligibility for contracts and flexibility/variability of contract language.

- There are currently 97 faculty members on MYC (compared to 25 in AY 22-23).
- Per [APS 5060](#) (Academic Policy Statement regarding Faculty Appointments), MYCs are considered limited appointments, but they are not “at will” appointments.
- There are still terms in the contract that provide for dismissal, both for cause and without cause. MYCs afford some measure of financial protection: Faculty on a MYC who are dismissed without cause are entitled paid out for the duration of the contract.
- The current contracts are set at the CU System level. Chairs, and Deans cannot change the language of the contract.
- Faculty on MYCs can receive merit raises and/or be promoted (and receive the commensurate base-building salary adjustment associated with promotion outlined in [CAP 1007](#) [Compensation Principles for Promotion and Tenure]) during the contract term.
- Only faculty with 0.5 or greater FTE are eligible to receive a multi-year contract under Colorado state law ([C.R.S. § 24-19-104\(1.5\)\(d\)](#)); see also [APS 5053](#).

There is persistent confusion about Contracts versus Letters of Offer or Appointment Letters, in part because the terms are often used interchangeably. New Employment Letter templates that aim to streamline documentation and improve consistency in language and usage are forthcoming from the System office but are not yet finalized.

- Across the CU system there are limited scenarios in which employees can have legal contracts rather than at-will employment agreements, one of which is the MYC for IRC faculty with 0.5 or greater FTE. (By contrast, for example, deans or AVCs don't have a contract for their administrative work; they are at-will, but they may have tenure as part of their faculty appointments)
- All IRC faculty not on a MYC currently have at-will appointments and should regularly receive an Employment Letter (aka Letter of Offer or Appointment Letter) that lays out workload expectations, salary, and conditions of employment.

APPEALS/GRIEVANCE RIGHTS AND PROCESSES

Central questions/concerns include IRC faculty rights to grieve issues such as promotion, reappointment and salary, the processes in place related to grievance, and protections afforded IRC faculty who exercise this right.

- [CAP 1019](#) (Instructional, Research and Clinical Faculty Appointments) is currently being updated and is on the table for Faculty Assembly's review in February. The revised policy will include language regarding how to appeal to the Provost if a faculty member wishes to appeal a Dean's decision. The intent is to establish a campus-level process through a shared governance committee or a Provost's committee.
- In practice, MYC length is determined by the Dean in relation to budget and enrollment projections in their school/college. It's a resource question.

APS 5060 (CU SYSTEMWIDE FACULTY TITLES)

Central questions/concerns include the transition of faculty from CTT to Teaching Professor Titles, movement between IRC tracks, implementation of new titles (Teaching Professor and Senior Lecturer) and movement from Lecturer to rostered faculty positions.

- Faculty currently with CTT titles will be notified of title changes to TP (Teaching Professor). Faculty will carry their current rank to the new track (ex: CTT Associate Professor to Associate Teaching Professor).
- Clinical Teaching Track (CTT) titles will continue to be used and faculty may be hired in the Clinical track if they are in the healthcare domain. Faculty who believe they should remain in the Clinical Track, as defined in APS 5060, will have the opportunity to appeal the change. For non-healthcare hires, other titles are encouraged, such as Instructor or the new Teaching Professor title. Some new HR classifications are not yet approved.
- Instructor and Teaching Professor are two different tracks. State law requires that movement between the tracks (ex: If a Senior instructor wants to go to the Teaching Professor track) entails creation and approval of a line in that track and a job posting/search.
- Lecturers have the right to apply to move to other tracks and promotable ranks; however, they would have to follow state policies and apply to open positions.
- There is new language in APS 5060 regarding Lecturers who are hired semester after semester ("If the expertise of either a Lecturer or Senior Lecturer is needed on a long-term basis, they shall be considered for an appointment in one of the instructor track titles, at an appropriate percent appointment.") This is a CU System policy, and currently there is no CU Denver policy on this issue. Academic units at CU Denver retain the discretion to make decisions on a case-by-case basis, contingent upon the availability of funding to support such hires.

RETROACTIVE PROMOTIONAL PAY INCREASES

Central questions/concerns include notification and implementation, process, inclusion, and opportunities to appeal/request review.

- HR will send out letters confirming pay increases to identified faculty in late December/early January.
- Retroactive promotional pay increases were approved for promotions going back to July 1, 2013. The most recent promotion was considered in these calculations.
- Base salary increases will be implemented for a start date of August 15, 2023.

- Faculty who do not receive a letter notifying them of a base salary increase but believe they are due a retroactive promotional pay bump should contact AVC Teri Engelke (teri.engelke@ucdenver.edu).
- In those instances where faculty came in as Senior Instructor and not Instructor, they would have not gone through the promotion process, so they cannot be included in backpay.
- The analysis focused on faculty who moved up within a track. Faculty who moved across tracks, including from a CTT line to a TT line or from Senior Instructor to a CTT line, in the relevant time frame were not included in this analysis. (AVC Engelke provided this correction after the forum. UCDALI has requested analysis of these cases.)
- This process looked only at the most recent promotion. That was a decision made by campus leadership. A full review of where there may be gaps related to compression overall is part of the analysis done by the CCC (more info below).
- The Comprehensive Compensation Collaborative (3C; see below) study is looking at areas of equity, compression, and markets which should include those faculty who were not encouraged to go up for promotion due to lack of funding within their schools/colleges.

EARLY RETIREMENT INCENTIVE

Central questions/concerns include eligibility, options to return in retiree positions, determination of one-time fund allocations, and parity with T/TT faculty.

- To date (12/1) there are 66 eligible applicants: 18% are IRC faculty, 50% TT, and the remainder are staff.
- The goal is to fund everyone, and, barring that, as many people as possible without one classification receiving all the funds.
- [APS 5016](#) (Faculty Retirement Agreements) is undergoing revision. Phased retirement should be extended to IRC faculty and language is being drafted accordingly. Currently it allows only a one-year option for IRC faculty.
- Faculty who come back to IRC positions from retirement can retain their title. Salary will be up to negotiation with colleges/schools as a new position.
- Eligible faculty can also apply for PERA.

COMPREHENSIVE COMPENSATION COLLABORATIVE (CCC) UPDATE

Primarily information sharing. Central questions/concerns include outcomes and impacts on compensation equity in the long term. Click [here](#) to view the accompanying slide deck.

- The CCC has a steering committee of 20 members working on this and will be launching a website by summer 2024.
- The aims of the CCC are to compile information, create guides, provide transparency, and provide clarity on where the market analysis is, and to formulate recommendations where there are gaps or concerns so leadership can move forward to address them.
- Also creating an online job library where faculty can see all jobs. This resource will be new and Denver specific with respect to compensation philosophy and guidelines, but aligns with System policy. Targeted launch is Spring 2024. HR will offer training to for better understanding.
- HR has been working with the consultants (Mercer) who ran the focus groups with T/TT, IRC and staff over the summer/early fall. Those outcomes will be included in the update in Spring 2024 and finalized by Summer 2024. (Follow up is expected re: the cost of the market review conducted by Mercer.)

FAMLI AND OTHER BENEFITS

Primarily information sharing. Central questions/concerns include available benefits, access, changes to benefits, and benefit support for Lecturers.

- An overview of the new FAMLI (Family and Medical Leave Insurance) benefit, effective January 2024, was provided. See [slides](#) for details.
- Most benefits are determined at the System level. For questions, reach out to the [benefits team](#).
- Most benefits eligibility (ex: medical, dental, vision) requires 0.5 FTE or greater. If you move to 0.49 FTE or lower, you'll get a notice. There needs to be more System guidance/support to create Part-time Instructor positions, possibly with basic benefits eligibility, to Lecturers who are consistently at 0.5 FTE (or above).

QUESTIONS ADDRESSED VIA EMAIL BEFORE/AFTER FORUM

Following are questions that were submitted via anonymous form or email before or immediately after the forum, for which responses were provided via email by AVC Faculty Affair Turan Kayaoglu. Questions and responses are provided here in full; references to specific schools/colleges have been removed.

Q: How is the University planning to fund these changes? I had a meeting yesterday with my department chair and while he agreed that I should have a different title based on the new IRC hierarchy, he said that with all the budget cuts coming from the University there is no way they could pay me (or anyone else in the college) more money.

A: Any title changes stemming from APS 5060 compliance will not encompass promotions, differences in workload, or salary adjustments. If the faculty and chair agree that these issues need attention, they should be addressed separately within the context of the specific question—be it promotion, salary adjustment, or workload adjustment—rather than under the of APS 5060 changes.

Q: Could the Instructor join his 1st year holding a Ph.D. and more than 20 years of experience to get an early promotion to Senior Instructor or does he/she need to wait to complete 2 years with the UC Denver?

A: IRC promotions adhere to the PU [primary unit] criteria. Faculty members should comply with the PUC. If the PUC stipulates a specific waiting period before applying for promotion, the faculty member has two options: 1) wait for the designated period or 2) collaborate with the PU faculty to seek a change in that rule. It's important to note that the Provost's Office will enforce any waiting period specified in the PUC for IRC promotions. Some PUC, I know have a language to provide flexibility and allow something akin to prior-service credit.

Let me also say that if a chair or dean solicit my advice, I suggest that incorporating some waiting time is advisable. Even if a faculty member has prior experience at other institutions, the department may find it beneficial to observe their success at CU Denver, particularly in terms of teaching effectiveness with our student population, in their assessment of promotion.

Q: Can a part-time Instructor position have a multi-year contract? Can the percentage be changed — or would that require a new contract?

A: See above summary notes on MYCs.

Q: APS 5060 states that part-time faculty who are consistently hired to teach each semester should be given positions as Instructors at an appropriate part-time percentage. However, with the current budget crisis, how are departments and colleges supposed to fund the conversion of those positions?

A: See above summary notes on APS 5060.

Q: Since CTT faculty are supposed to be converted to either Teaching track or Research track, how will the titles of Assistant/Associate/Full relate to the same titles in the existing Tenure Track? The point being, when something is restricted by bylaws to "votes from faculty at-rank or above," how does that work? Previously, CTT were considered only Assistant Prof, so guaranteed to be below rank of Associate or Full Prof Tenured Track. With the Teaching and Research Tracks now having all three rankings, Assistant, Associate and Full Prof, will an Associate Teaching Track faculty be considered equal rank to Associate Tenured Track? Who will be on the RTP reviews for each track?

A: The transition from CTT to the Teaching Professor track does not alter the roles and responsibilities associated with these titles. Only Tenured/Tenure Track faculty will remain involved in the RTP processes of other Tenured/Tenure Track faculty, as outlined in relevant Regent Policies.

Q: I am a 9-month faculty member with the expectation that I will teach 3-7 credits over the summer. This teaching load requires me to be actively teaching and advising all 12 months, with no personal, sick, or vacation leave. What policies might the administration consider or implement to address this?

A: At CU Denver, faculty summer appointment is distinct from the 9-month appointment, with the latter serving as the primary appointment that influences the leave designation. If there is a desire within the academic unit to convert a faculty appointment into a genuine 12-month appointment, the position could be transitioned accordingly, and the leave would then align with a 12-month appointment. This decision should be made based on the business and teaching needs within the academic unit.

Q: If a practitioner is hired as a part-time Instructor, is their research independent of the university? (Who owns it?) Is there the possibility of having part-time Teaching or Research track positions? Can a part-time Teaching track faculty be a PI on a grant?

A: When someone holds the position of an Instructor, their role typically comprises a specific percentage dedicated to teaching and possibly a percentage dedicated to service. The University does not allocate funds for research as part of their job responsibilities, so any research conducted by Instructors is considered external to the University.

Principal Investigators (PIs) are generally expected to be faculty members with permanent appointments that explicitly include a research component in their appointment. The specific eligibility criteria for PI are established at the school/college

level. For more detailed information, the faculty member should contact the Office of the Dean in the academic unit where they are currently teaching.

Q: If a current T/TT prof does not have a "meritorious teaching record," can they be asked to switch to a Research line? OR, with poor research performance, can they be asked to switch to a Teaching line?

A: These changes occur periodically and are governed by policies APS 1006 and CAP 1012 when adjusting the workload distribution for Tenured/Tenure Track faculty from the standard 40-40-20.

QUESTIONS/COMMENTS NOT ADDRESSED DURING FORUM

The following questions were submitted in the chat during the forum but were not addressed live. Responses are from UCDALI.

Q: I am wondering how APS 5060 aligns with UCDALI's recent resolution regarding inclusive language for faculty. The policy requires that our titles differentiate (and ultimately, devalue) our faculty roles. Should we be asking that APS 5060 differentiate titles for tenure/tenure-track faculty? Why don't we call T/TT faculty Assistant Tenure-Track Professor, or Associate Tenured Professor?

A: UCDALI will bring this question forward at the start of the spring semester as the inclusive language resolution begins to be circulated more widely on the CU Denver campus. The ideals and practices promoted in that resolution are specific to CU Denver, although we hope they may come to resonate on other campuses and within the System offices.

Q: I'm new, CTT rostered faculty. During the hiring process, one of the things that really appealed to me was the opportunity to have access to the down payment assistance that was listed on the benefits website. When I researched it further (after accepting my offer) I discovered that the program (Landed) was defunct. The other program is only available to tenure-track faculty. I did reach out to our HR person to let them know what I had discovered but received no response. The Landed information has since been removed from [the benefits page](#). This felt a bit like a bait and switch — it played a huge part in my decision to relocate to Denver where housing costs are so astronomical.

A: UCDALI has previously raised this issue with the Faculty Council Personnel and Benefits Committee (PBC) and has reiterated concern about this issue to the PBC in light of this comment. We will continue to address the need for support in this area with System representatives and seek guidance and support at the campus level.