

UCDALI

Executive Committee Meeting Agenda

Spring 2021 – March 26

(remote meeting amid COVID 19 safety measures)

In attendance (at any point): *V. Shyu, L. Potter, P. Laird, J. Addison, J. Bihun, B. Bierer, D. DeBay, P. Schmidlein, J. Fox, M. Hurson, L. Fried, N. Nishi, M. Dharbehesti, S. Walker, M. Barla, L. Dwight, T. Spehn, E. Baker, K. Saylor, M. Tackett-Gibson, B. Pugliano, J. Taylor (guest), J. Brennan (guest)*

Welcome

12:00 Welcome back & Introductions

Ongoing Business Items

12:05 Announcements

4/9@ 2:30: UCDAI meeting with Michael Lightner to discuss Faculty Titles

4/15@ 11:30am: UCDAI IRC survey data ppt presentation

12:10 IRC Titles Policy project discussion

**Guests – JoannBrennan (AVCAA) and Jill Taylor (Special Assistant to Provost)

- JB: salary equity process underway
- JB: now is the right time to discuss titles for IRC faculty
- JT: think carefully about what you want to recommend for Campus-level titles; official vs working titles
- JT: we have a shared HCM system so can get “sticky” to think of official titles that work across campuses
- Equal Pay Act—requires posting all positions AND promotional pathways for position
- Promotional path for Instructor and for CTT; what about CTT to TTF position?
- E. Baker—Library has promotional track from instructor to CTT to TTF (based on AMC Library where it’s already approved processes)
- J. Addison—what about PT faculty member moving to FT faculty line?—currently having to do FT search even if had to let FT IRC go due to pandemic and decreasing enrollment; can’t just rehire FT IRC member let go due to pandemic
- JT: HR has website that spells out what’s in Equal Pay Act:
<https://www1.ucdenver.edu/offices/human-resources/equal-pay-for-equal-work-act>
- VS: at CU Denver, we don’t have a “clinical teaching ‘instructor’” like med school does
- PL: What is the legal title of “working title” concept? What do they mean?
- L. F. (Bus): The only cases (in courts) that I can find deal with the aspect of whether this rehiring of laid off employees shows favoritism, and hence violates

the EPA. The tough part seems to be if circumstances actually changed since the lay-off, which they will have by fall.

- JT: there's nothing "official" about working titles for campuses to use for interim
- JT: descriptions of titles are variable as well; detail not consistent; type of contract not consistent, etc
- VS: Article 5 has a lot of inconsistencies as well; pauses put into place but needs to be addressed
- JTB: Will there be promotional path for lecturer positions?—is lecturer to instructor a valid advancement pathway? UCDALI can create a recommendation to Provost about that pathway
- JB: promotional tracks—have an opportunity to define what they seem to be; UCDALI can make a recommendation (For example, is instructor to CTT a pathway?)—if not, then CTT is searched for and an instructor could apply
- VS; JA; JTB: promotional opportunity for lecturers to move to instructor
- VS: working titles vs faculty titles discussion, definition of titles (cleaning up and organization) and promotional paths (needed for salary work happening)
- JT: official titles should override working titles
- VS: What do J. Brennan and J. Taylor advise?
 - J. Brennan saying Provost still working to advance on all fronts in every way needed; encourages promotional paths to be made clear ASAP
 - JT: It'd be confusing if working titles start showing up in job listings/promotion dossiers
 - JB: Faculty Affairs website—some information should sit here AND with a school/college; for eg., how to find information one needs to support IRC faculty
 - PL: Faculty Affairs needs a staff person dedicated to keep that type of info updated
 - CETL/CFD: could have title listings too

12:30 Ongoing Project updates and planning

- Titles Group: Dennis, Jennifer, Dennis, Eric, Vivian
- CU Denver Lecturers Initiatives
 - ready to evolve to next stage; need to process notes from Focus Groups
 - need to make an official proposal
 - getting in and getting data we need
- Online Developments
 - L.D.: OL education group (campus) involved in negotiating with OED (system)
 - LD: distinction between that group and contract for 'enhanced programs' that are on all campuses (at UCD, so far this is just Business School)
 - LD: search process (R. Rooks, B. Henson, chairs) for Associate VC for Digital Strategies and Learning; hoping to have someone in over Summer (July
- Budget and IRC PD Grants

--using UCDALI funds to fund CLAS PD grants

--going to request that ALL PD grants come from Provost office in future (no other school/college has funding these except for CLAS)

--9 applications as of 3/26 for CLAS/non CLAS PD grants (all but 1 are non-CLAS; deadline Monday @ 5pm)

--need more departments to apply for Provost Award (good opportunity for new provost to promote)

- UCDALI Office and Community space
- UCDALI representation at Provost meetings
 - 4 Provost candidates will be in next week
 - Need UCDALI people in faculty forums to ask questions
 - As it stands, Provost job description doesn't highlight faculty issues (and especially IRC)
 - Are applicants aware of % of faculty who are IRC and what we do? 70% of student credit hours are generated by IRC faculty
 - Candidates who will work as team members and partners with faculty, and especially with representatives of shared governance/decision making bodies?
 - Curriculum is in the hands of faculty; ODE can't make these decisions; what does applicant think of others involved in curriculum decisions?

- B. Pugliano—"People at the Center" task force; just finished 4th meeting; a lot of passion for change (equity, empowerment, value); However, more diluted message and recommendations due to them being university wide; none of what is being messaged in strategic plan thus far is about IRC faculty in larger project
--implementation phase starting summer/fall

8 Task force teams drafting now—each team has 2 team leaders who will draft report; final report which is sent to Chancellor and Regents will be drafted above those leaders

- M. Barla—has heard nothing from remote work group
- B. Bierer—contact hour committee with J. Brennan; attended 1 meeting but already final step in their thinking—instructor time for IS is an incredible amount of time; can't expect same # of hours in supervision of IS; looks like they are taking that into consideration

1:10

Plans for April/May

- April 16, 2021 Executive Committee Meeting--invite 2 Regents to meeting (Ilana Spiegel and Callie Rennison—share with them info @ UCDALI; both Regents are new) now or in Fall 2021.
- Proposal is to try to do informal meeting with 2 Regents (3+ is official "meeting")
- JA recommends being prepared for blowback if we put something in writing

- JA recommends a private meeting with just a couple UCDALI and Regents, 30-40 minutes and send specific concerns
- To discuss: MYCs, Office of Equity, ODE and shared governance; \$42 million out the door to consultants, ODE heads and sub-head positions, \$ to covert to remote work, etc

Questions for Regents:

- Pressure to implement multi-year contracts more broadly
 - Recognition of the needs of our campus given the population we serve relative to other campuses.
 - Remuneration for extra workload due to COVID.
 - Impossibility of taking furlough days for primarily teaching faculty.
 - Remuneration as professional dev funds instead of stipends
 - * OED and shared governance—being built on backs of underpaid lecturers?
 - * Equity issues for IRC—we're at will but Regents law guarantees academic freedom—how do we balance that? Might MYCs help mitigate tension
 - System wide United Campus Unions—anyone can join (Alex Root)
 - We understand that upwards of 40 million dollars has been spent on ODE with little shared governance engagement especially among IRC faculty. What can you share with us about the further of ODE and shared governance?
- Meeting with Provost Nairn

1:20

Bridge Network Liaison reports & OPEN FORUM

K. Saylor: 4 Library CTT dossiers submitted and library told job needs to be posted
 L Dwight: for those IRC faculty who were furloughed, did you get full amount in March?
 Pay is between full and furlough amount (for 9-month paid on a 12 month schedule b/c we defer salary into summer; 9-pay-9 should have full pre-furlough amount again)