UCDALI Executive Committee Meeting
03/07/2025
11:00am – 1:00pm

Minutes

In Attendance: *Beth Pugliano, Dennis DeBay, Jeff Golub, Laurel Hyslop, Vivian Shyu, Salah McKloskey, Paula Schimdtlein, Pam Laird, Jason Machado, Eric Baker, Leigh Ann Rutherford, Marayam Darbeheshti, Jim LoPresti, Maren Scull, Colin Jenney, Dina Bodaubay*

SCHOOL/COLLEGE/LIBRARY UPDATES (BRIDGE NETWORK LIAISONS)

- No Updates

UCDALI UPDATES:

- *Provost's Award for Excellence in Practices Related to IRC Faculty* – volunteers for being on review committee? Jim, Paula, Salah, Jason offered. Beth will be ucdali rep, still need to find TT faculty and math faculty to join committee.

- *IRC Faculty Survey Preliminary Results* – survey underway, thanks all around for continued work, please encourage people to keep taking it, done March 15. Results are coming in with valuable data.

- *Faculty Shared Governance Recommendations* – Beth joined deans and provost meeting along with AVC Kayaoglu, Peter Anthamatten, and Sasha Breger Bush, discussed recommendations shared with us; finalized recommendations will go to schools and colleges next week or around spring break; as faculty shared gov recommendations move forward, we just want to eye on implementation and ensure the IRC elements of that work are doing what they're meant to do; keep eyes open for issues as they come up, especially on representation and integration of lecturers

COMPREHENSIVE COMPENSATION COLLABORATIVE (CCC) BRIEFING AND DISCUSSION

AVC engelke joins; AVC Kayaoglu present

- Project began 2022 in line with becoming a people centered best place to work; greater transparency in compensation, pursue career advancement
  o Website can be explored [here](#).
- Overview of website; goals have been listed on website, project has completed a number of goals, participants listed on website
- Developed a compensation philosophy based on institution values (also on website)
- Online job library on website accessible to public; info on classified staff (run by state) and students not listed
- Developed three trainings (approx. 45 mins each) on compensation topics: (1) compensation fundamentals, (2) pay administration guidelines, (3) staff career progression; Spring dates will be posted soon

- o *Data analysis:* Market analysis (available via CU VPN) from external data to figure out faculty and staff that need attention; recognize we live in a very expensive city [viz. Denver and Surrounding areas]; the data has been aged to July 2025
- o Shows an 11% difference in market with Denver geographic ranges factored into it
- o 74 peer schools by comparison, based on Carnegie class, ranking, region. Used CUPA salary surveys. TT had 92% comparable market data, IRC 81% comparable market data
- o There are holes in the data because we were unable to identify comparable positions to our Assistant and Associate TPT or Research lines. Interim Provost Jansma wants to address this, wants to set up additional workgroups, look at data, find strategies or recommendations in short term or long term.
- o Staff and faculty are very different, faculty salaries are established through bylaws and live under schools and colleges under provost; the Interim Provost wants to make multiple workgroups for TT vs IRC and assess needs.
    - ▪ IRC data is unique, the IRC taskforce gave us a lot of info going in
- o Process of decisions about salaries. Faculty and Staff are very different:
    - ▪ For Staff, there are ranges and grades. We're transitioning to a new staff salary table and framework. When a a position description for staff arises, we have market informed ranges, and what we get is where the staff position falls in which range, we do an internal equity review, and on that basis, we design the job call. We provide an equitable range to post the position, somewhere between minimum and 40% for the post. Then it must be budget approved. Once you get the finalist, you get another review based on the incumbents, and then offer an equitable salary range again, budget approval again, then hiring authority (dean or VC), then offer, then negotiations
    - ▪ For Faculty, salary data in pulled a similar way with the work for pay equalization, pulling together consistent state salary information, can use other survey discipline specific, then they use ORIE data (NO data for IRC currently, working on that), then they have internal factors and market data to post equitable range, then finalist, then ultimately again dean determines final salary.

- *General Questions and Discussion*

    - o The charge for the working group has not yet been made, but we have a commitment that working groups will be gathered.
    - o Regarding the establishment and composition of workgroups to address IRC data (including discrepancies in job descriptions, market analysis presuppositions, student credit hours for IRC in comparison to TT, etc.), UCDALI made the official request for strong IRC representation and the opportunity for shared governance groups to review and weigh in on the charge(s) issued.
        - ▪ Response given was affirmative, "100%"

CHANCELLOR CHRISTENSEN

Chancellor arrives 12:00

- General Introductions
- Chancellor gives opening remarks about values, unity (all faculty belong to a single group), recognizing IRC in contributing to university and driving progress of students (viz. 'we wouldn't be able to do what we do without you')
- Remarks on challenges arising from transitions in universities in general, aiming for a growth mindset, a bridge forward, investing in and leveraging resources we already have, not 'reinventing the wheel', but to get the best return based on what we have (which is a strong base); seed investment and grow to support itself with its own revenue.
- Innovating research and teaching methods to reach new populations of student who are "digital natives" after Covid; we're an institution of non-traditional students, we have to get them and retain them (viz. 'it's not their failure if they leave, it's our failure')
- In agreement with the 2022 IRC report as well as provost response, we support it; the success of the institution comes through commitment to faculty and staff, which require an environment of support, development, etiquette, to ensure pathways for growth to ensure this is "your stop" in your career track; this takes resources, however, and we must have a growth mindset

- *General Questions and Discussion*

  - The CCC has its data, we have the IRC roadmap, what can we say right now? A: It's going to take longer. Unknown, but optimally in the Fall. The state does not fund education consistently. This is why we need growth mindset, we need to generate revenue in our base. Examples of what have worked in the past: (1) Willingness of the academic enterprise to think of their degrees as products in the market and make them competitive. They will lead to a good job (2) Affordable for students, not overpricing for what they can get somewhere cheaper (3) Not overly burdensome. Committing to fewer hours to get degrees. Financially viable and focused on career outcomes (4) Enrollment strategy that has many pipelines, pre-collegiate, lifelong learning, etc.

    Fundamentally believe the success of the University is its people, it's about faculty, and staff, and scholarly work. I see a culture here that has struggled too long, seeing people that are frustrated. The worst thing we could do is to grow but not support those people. We need to reinvest in the foundation of our institution and that foundation is our "people", in compensation, professional development, cost share to support that community building activity. "We should be paying compensation that is competitive", but we must bring a business mindset to this, even if reluctantly

ADJOURN