

UCDALI EXECUTIVE COMMITTEE MEETING

11/07/2025

11:00am – 1:00pm

Minutes

In Attendance: *Beth Pugliano, Cheryl Ansaldi, Vivian Shyu, Dennis DeBay, Jeff Golub, Laurel Hyslop, Colin Jenney, Thomas Dunn, Salah McKloskey, Jenny Steffel Johnson, Paula Schmidlein, Thorsten Spehn, Alyssa Gilkey Zawack, Jason Machado, Eric Baker, Maryam Darbeheshhti, Jenny Camacho Taylor, Maren Scull*

School/College/Library Updates (Bridge Network Liaisons)

- Tabled until December Meeting

Faculty Affairs Updates (AVC Kayaoglu)

- The IRC Progress Assessment Committee (IRC-PAC) is in place, charged with evaluating progress in year three of the implementation of the IRC Taskforce Recommendation (2022), Provost and I are looking forward to the work and anticipating how it will shape our work for the next three years
- Provost is seeking to collect info from schools and colleges about merit increases with respect to lectures, performance reviews of lectures; almost all have been practicing the merit increases but the performance review is not done on a systematic basis in line with the policies we have.
 - o Provost created an ad hoc committee on IRC faculty compensation in the light of the Comprehensive Compensation Collective (CCC) report; 5 members on the ad hoc committee, including 2 IRC
 - Merit Increases and Lecturers (*Discussion*)
- Had a luncheon with faculty governance leaders from across campus (on October 30), discussed bylaws revisions, how schools and colleges are working to improve shared governance bodies
 - o Representation of IRC faculty was a part of this discussion
- IRC faculty participation in comprehensive dean review; we are reviewing CLAS Dean and Engineering Dean
 - o following through with our policy directives in including IRC on these committees

IRC Best Practices Recognition

- Template and draft underway for next meeting.

Ann Sherman, EVC Finance and Administration

- Questions for discussion: Updates on CCC progress, where is this now? Recent announcement of Merit Pool? Budget Models?
- Since Teri Engelke left, CCC has been shifted. We just hired Kenneth Nelson from Boulder, has been with us half-time since June. Working with HR and Jen St Peters to find out what is possible for CCC outcomes and Merit

- We worked with Mercer Consulting to look at what the appropriate comparators were: 12 universities qualified for us; we needed to do a geographic differential because of the level of cost-of-living in Denver.
- From their recommendation, we're trying to figure out what we can afford to address this. We have an obligation via system that we must pay at least the minimum of our salary ranges for all employees
 - o our original 10% geographic differential was very high, creating budget pressures; we split it over two years (5% this year, 5% next year), hopeful that with the funds approved by regents, we can make these adjustments in a timely manner and as fast as possible
- On the staff side, Tawnya Boulier looked in June at how to make adjustments.
 - o 81 staff currently need adjustments made, we will be making that prior to the merit decisions, hopefully they'll see CCC bump and Merit bump;
- A faculty working committee has been formed to do the same thing.
 - o Same process would apply for the faculty side, depending on what the committee will figure out, aiming to ask the regents to continue this work and abide by our commitments.
- The comparators study showed pieces missing for TPT faculty, no equivalent position for Mercer to use as benchmark for Associate Teaching professor. The plan was to work with OIRE and gather data, so far Full and Assistant TPT are collected, but not yet Associate.
- A "job description library" was produced from this CCC work, but it contains inconsistencies. It is however very generic and in flux, constantly being updated.
- Concerning the Merit increase, communication went out that this applies to every employee. This has not always been the case (lecturers were not included in the past). Now, this has been part of the conversation from the system office: everybody gets it. All faculty should anticipate this, if they do not receive the merit increase, they should reach out immediately.
 - o *Discussion* about inclusion of Emergency Hires; this category is not recognized by the provost office, which does not support the practice.
- 2.5% was approved by regents (including merit and any other salary adjustments, retention, compression, for which 0.25% was reserved). Aim to give as much into merit for the whole campus as possible and still make adjustments for people who are below benchmark.
- We have a surplus over what was anticipated last year, so we anticipate this year will be okay so long as enrollment stays up
 - o *Discussion* about state budget vs enrollment as source of funds; automatic high school enrollment agreements; as enrollment goes up, we need resources to serve students

IRC Faculty Survey

- o *General discussion* of survey team work; comparative analysis this round of job classifications and of schools and colleges; strategies for next round of qualitative analysis discussed

- Aim for report for deans soon: perhaps UCDALI lunch with deans in February to discuss; perhaps disseminate to IRC faculty in Spring

UCDALI Updates

Fall Newsletter

Thanks to Eric, Maryam, Cheryl; almost done, includes contribution from the provost; to be posted perhaps next few weeks or before Fall Break.

Faculty Assembly LGBTQ+ Committee request

Chair of committee looking for an informational and support session, "how can you be a good citizen to this community?" Finding different ways of getting people connected with this info; hourlong session, shared in email format; perhaps offer right at the beginning of Spring, figuring out what the first line of communication is for students. Still in progress, we'll come back around to it in December for timing and structure.

CAP 1028

Campus policy dealing with review of "NTTF faculty and lecturers", but there are inconsistencies with compliance with lectures in schools and colleges. 1028 This is an out-of-date policy in language and in structure. UCDALI may want to revisit this in December.

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