

UCDALI Executive Committee Meeting

10/03/2025
11:00am - 1:00pm

Minutes

In Attendance: Beth Pugliano, Cheryl Ansaldi, Dennis DeBay, Jeff Golub, Laurel Hyslop, Vivian Shyu, Salah McKloskey, Jenny Steffel Johnson, Paula Schmidlein, Thorsten Spehn, Pam Laird, Jason Machado, Eric Baker, Maryam Darbeheshti, Jim LoPresti, Colin Jenney, Sarah Erickson, Jenny Camacho Taylor, Maren Scull, AVC Faculty Affairs Turan Kayaoglu, Provost Karen Marrongelle

SCHOOL/COLLEGE/LIBRARY UPDATES (BRIDGE NETWORK LIAISONS)

- **LIB** - Work is ongoing from summer, new director Jodi Shephard (Aug 1); created a task force to update bylaws, aiming to finish this year; several promotions (including Salah to senior instructor!), streamlining promotions, making changes to hiring templates.
- **CAM** - Visual Arts recently passed criteria for Instructor positions; criteria made a purposeful decision not to specify timeline restrictions for promotion
- **BUSI** - Adding new faculty to review and appeals committee, one IRC member has been nominated for inclusion.
- **CLAS** - new co-chair in Psychology department; taking a look into Psych bylaws; Faculty council may or may not continue to discuss IRC Promotion Timeline document; *General discussion on IRC promotion practices*
- **SEHD** - 3 year minimum for TPT promotions; ad hoc committee for IRC promotion (run by Assistant Dean); working on bylaws to create a faculty only version of this committee.
- **Other Updates - AVC FA** - working on convening an IRC faculty promotion project, gathering documents and procedures from schools and colleges for analysis, and look for disparities; gathering committee for IRC roadmap progress assessment.
- **Other Updates - CFDA** - IRC professional development grants will be available, 2 rounds; opening this coming week; objective of transparency in process, rubric, criteria, and committee are all posted online; 10/24 tentative deadline for applications of first round

IRC BEST PRACTICES RECOGNITION

- Jim Lopresti, Thorsten Spehn, Paula Schmidlein have been convening and strategizing on the award.
- In its current form, the Provost Award for Recognition of Best IRC Practices has been given to department/unit; it has been requested that we update the provisions for (1) accountability, (2) clarity on what is being recognized as “best practices” and how funds are being used to support this, (3) whether award is given to departments or individuals, and (4) what is the goal of the award? How/what does it incentivize, is it operating well,

- is it the best mechanism to do this? Recognize what is done (or will be done) recognizing that (IRC) faculty success is connected to student success. How to incentivize this?
- Suggestion that we could brainstorm a rubric; maybe it could operate akin to any other standard grant? Perhaps written up as a proposal focusing on campus priorities (student success = faculty success, and IRC faculty in particular); incentivize and reward units that are developing innovative ways to support this; CFDA PD grant could be a possible blueprint for ideas.
 - Goal for updates to be communicated with provost and figured out before end of Fall semester (campus awards are announced around early February in 2026); Pam, Thorsten, Paula, and Jim will continue work on the draft of changes, up for discussion in November Executive Committee meeting.

UCDALI EVENTS

- *Fall Semester Coffee Events*
 - o Aiming for October, November, and maybe a grab-and-go snack type event during the week of finals.
 - o Tentative October 15 11:00 – 1:30, align event with the Professional Development Grants, offer a session with support/info for interested applicants.

PROVOST KAREN MARRONGELLE

- Introductions of individuals and UCDALI in general to Provost.
- General Discussion of Priorities and Questions:
 - o Student Success: Provost expressed eagerness to get into the issues and expects with optimism that things can be figured out, even in challenging times; has been impressed with everyone at CU Denver, their dedication to the institution; student success is a central and primary priority
 - o Endeavor to make this a good environment for students, staff and faculty; IRC has a particularly important role to play in student success, in the classroom, in leadership in curriculum and in programs, in innovation; IRC shoulder so much of this responsibility; working group underway to review IRC roadmap's progress.
 - o Acknowledging the complexity of meeting the multitude of student needs, the uncertainty of change, and seeking clarity in vision on these.
 - o Compensation relative to market continues to be a visceral concern for IRC; goes beyond salary (e.g. concerns of cost of living, support for professional development and staying current within fields of expertise, overload teaching/mentoring workload vs compensation, vulnerable job security without time to attend to life events, class cancellations, at-will contracts, academic freedom viz-a-viz job security)
 - o The IRC taskforce assessment committee is a great start to addressing these concerns, and there was optimism that it can be done (as it had been at previous institutions); how Multi-Year Contracts might be used to help; perhaps

engaging IRC faculty in the ability to research teaching and learning (maybe even apply for grants) in support of these goals.

- After open discussion, it was proposed we continue with this conversation (Priorities 2 and 3) later in the year, to which the Provost agreed.

ADJOURN