

UCDALI Executive Committee Meeting
09/05/2025
11:00am – 1:00pm

Minutes

In Attendance: Beth Pugliano, Cheryl Ansaldi, Dennis DeBay, Jeff Golub, Laurel Hyslop, Salah McKloskey, Jenny Steffel Johnson, Paula Schmidlein, Thorsten Spehn, Pam Laird, Jason Machado, Eric Baker, Maryam Darbeheshti, Jim LoPresti, Colin Jenney, Dina Bodaubay, Sarah Erickson

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 coming up; streamlining promotions, making changes to hiring templates.
- **SEHD** – Bylaws and shared governance work underway, rebuilding bylaws this summer, reintroducing bylaws conversations with faculty and with dean; including clarity, procedure, and conversations about IRC, 12 month faculty; will organize bylaws meetings using two committees organized by Dean, introducing co-chairs of TT and IRC; new associate deans following retirements and reorganization: one dean looking at research and TT and one dean focused on pedagogy and IRC, possibility to collaborate on an event with UCDALI.
- **CAP** - bylaws passed with one department abstaining; new Dean; writing primary unit criteria for teaching faculty to get promoted; architecture department just hired two TPT, using bylaws text to help develop a model
- **CLAS** – Laurel Hyslop is taking on CLAS faculty council position, replacing Vivian Shyu; conversation around an IRC-specific representative for council; two new assistant deans on research and strategy, respectively; starting to move faculty from emergency hires to rostered positions, through contract and included in merit pool, though process is still being clarified.
- **SPA** - similar transitions, new interim dean, internal hire, as of July, IRC supportive; 4-5 instructor tracks, several dozen lecturers, looking at bylaws; conversations about who should have voting rights, lecturers/staff? No working group set up for bylaws yet but on track.
- **BUSI** - Welcome Sarah as new Bridge Liaison! Faculty and staff retreat was successful; new Asst Dean for grad programs; new changes in promotions; reviewing bylaws; reviewing ARC committee (appeals), changing composition to include 1 IRC and with 4 TT on committee (from proposed 5 TT)

FACULTY AFFAIRS UPDATES (AVC KAYAOGU)

- We have a new chancellor, new provost, new FA coordinator (Cheryl Ansaldi, welcome!!); with new leadership, there is new anxiety about direction, leadership commitment to multi-year projects including taskforce and shared governance

projects. The provost expressed commitment to do our best to implement taskforce recommendations, concern for IRC success and well-being; she understands the changing landscape of university structures, perceived wisdom; I'm comfortable to say that we have a provost who will continue our work.

- Priorities with Provost for this year so far:
 - (1) *IRC taskforce recommendations*; it has been three years since the initial report, some issues have come through, some we haven't made enough progress. Aim to establish a smaller task force to look at the recommendations three years ago and make an assessment (what worked, what didn't, why, what can we do to move forward for next 3 years); working with UCDALI president to prepare the charge letter and gather the committee with participation of some of the original committee as well.
 - (2) *IRC Promotions*; usually delegated to s/c/l, mindful there is unevenness in the process, we want to bring clarity about the process and practice at college level, work with UCDALI and others on how they can be strengthened, shared transparently, insist there are policies for IRC promotions in place
 - TT faculty have a campus body to review all TT promotions or recommendation (Vice Chancellor's Advisory Committee, VCAC); there are similar bodies for IRC in other universities, look into such a campus body for IRC promotions for our university.
 - Discussion on this point, to be addressed at future meetings
 - (4) *Multi-Year Contracts*; collecting info of current state of MYC in schools and colleges from where we started 3 years ago until now; how many were offered, how many accepted, how many (if any) were declined or denied; concerning MYC decisions, Dean's decision is final, but provost can ask why someone is denied; review process for MYC faculty coming up on their first three years, should aim at not being cumbersome, shouldn't be more difficult than the original process.

UPDATES ON AI AND STUDENT SUCCESS WORKING GROUPS (LAUREL HYSLOP)

- AI: Figuring out what policies need to be written, how AI usage is framed for students, what tools offered, getting students ready with AI for the workforce. Working to get up to level with other universities, (Library has done a ton of work). Working groups including some faculty involvement underway, awaiting further updates.
- Student Success: Year-long strategic success committee for First Year Experience, there is also a group on DFW and an advising group; aim to take the data and ask the questions from the Georgia Report, see where our students are. Retention was helped by Sophomore and Freshman changing majors, our hypothesis is that they are likely to continue; students are graduating with more credits than they need, those students tend to stay in; aim to look at what we offer in UNIV (1 credit) and FYS (3 credits), can we restructure for Fall 2026, the goal is to get more university-wide input;
 - Meeting for this group scheduled for Sept 15.

UCDALI UPDATES (BETH PUGLIANO)

- *Faculty Assembly* - Jason Machado and Eric Baker will continue as UCDALI reps.
- *APC* –Endeavoring to have a designated UCDALI person to replace Vivian Shyu. Meetings occur on first Wednesday 3:00 pm, 1 hour meeting on Zoom.
 - o Beth will take on Fall 2025, Jason volunteers to help for Spring
- *Graduate Committee Letter* - Sasha, previous FA chair, brought this to attention coming from SPA specifically: in the grad school documentation, there is a quick reference table laying out different roles on committees, specifically it prohibits rostered IRC faculty regardless of rank or degree from serving as primary mentor for PhD candidates; they need permission for MA candidates; prohibited from serving as Chair for dissertation committees; instructors prohibited from serving as MA chair;
 - o The document is a guideline, not a hard policy; provost and deans join us in agreeing consistency would be desirable
 - o letter drafted, discussed language; will be reviewed by UCDALI executive committee for suggestions
- *IRC Faculty Survey* (Beth, Colin, Jennifer Camacho Taylor, Jeff, Pam, Vivian) - focused first on an executive summary, big picture, get something into the hands of new leadership; they received in August. Now we have the time to work through this data more and capture nuance not in the summary; which populations in lecturers are missing, lowest participation rate, we worked more with quantitative rather than qualitative at this point, will pick it back up and do more; we want to dig into the extreme scores, very high or very low, dig into the qualitative data;
 - o Thorsten, Jeff, Colin, Jennifer (perhaps) will resume work.
 - o Plan for dissemination: first summary has gone to leadership, no specific plan yet for next steps, but perhaps email to IRC community; college level leadership; website and/or UCDALI Coffee sessions for conversation
- *Recognition of IRC best practices* - The Provost's award has been around for some time. Over the past years, there have been questions about the structure of the award, whether it is functioning the way it should. Good time to revisit this award.
 - o Thorsten, Jim and Paula have already done some work on this and can advise.
- *Community Engagement* - There is money for schools and colleges to run localized events, let's think of what makes sense for us and our communities. Liaisons especially look to your people and find out what you need. Monthly coffees, looking for Oct, Nov, maybe Sept. Getting a hook, propose for Fall coffee have some focus on IRC survey info for at least one of them. CFDA might also share professional development funding schedule, how to use prof develop, how to write a proposal...
- *Elections* – Coming up in Spring 2026, all positions up for election, nominations welcomed! More news to come on process.

UPCOMING

- Consider plans to invite Provost (October?), Chris Puckett on Academic Freedom (October?), UCDALI budget and CCC (transferred to Ann Sherman)?
- Recommendation to connect with VC SESS Zina Evans

ADJOURN